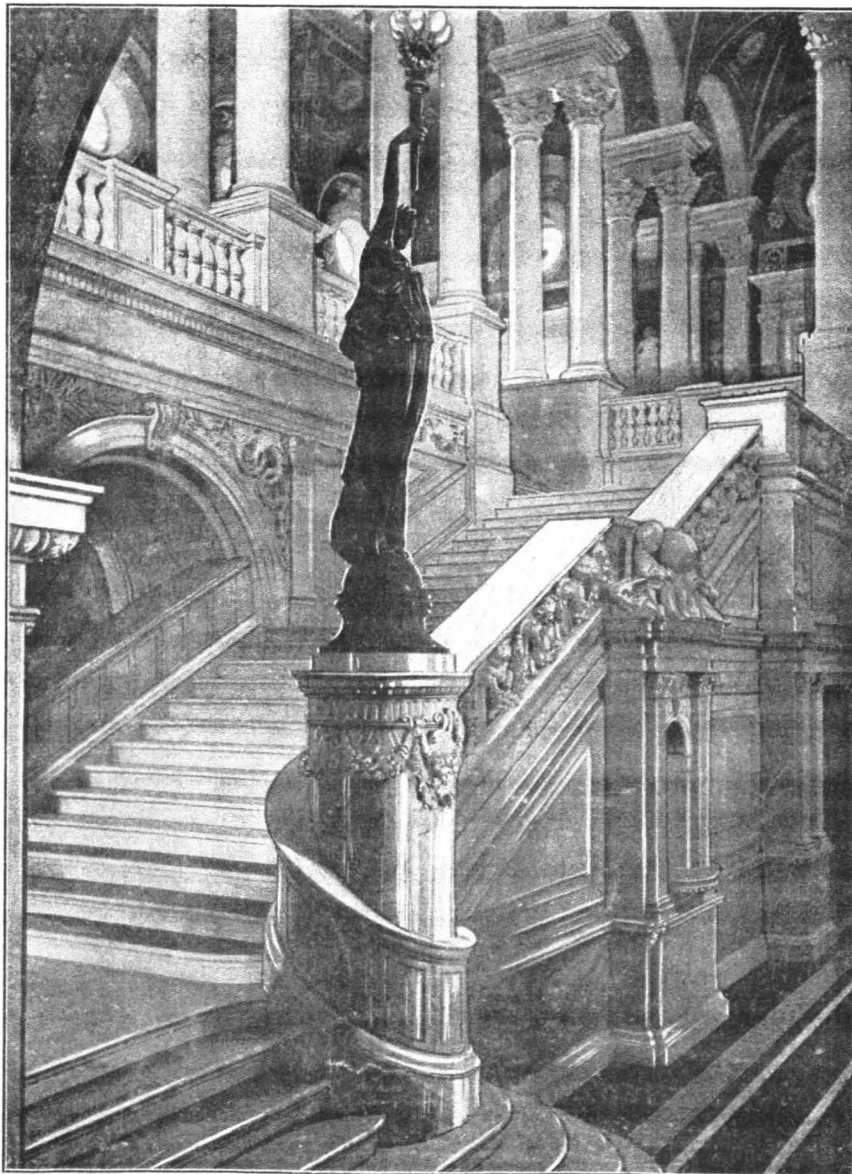


NOVEMBER, 1903

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OFFICIAL JOURNAL
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS.



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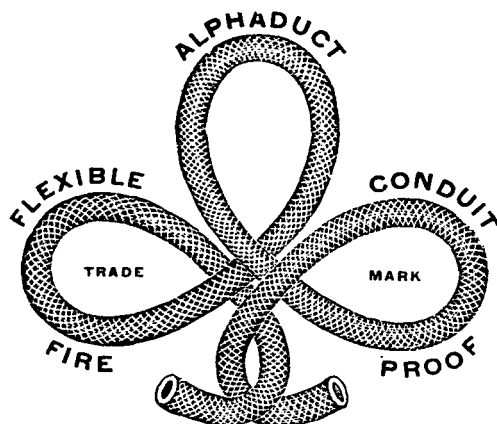
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EVOLUTION OF THE TRANSMISSION OF INTELLIGENCE

BY

HARRY S. COYLE, LOCAL 38.

THE history of the evolution of the transmission of intelligence is really the history of every invention that has ever been devised for this purpose. From the beginning of the art the experimenter has been devising a way by which the forces of nature could be combined so as to bring the whole world into his own environment. The records of past inventions are not all contained in printed books; their history has been graven on tablets of stones, which were written in the picture language by men who used the campfire system of communication. The history of human society is divided into four industrial and social stages:

First. The hunter or savage stage.

Second. The shepherd or barbaric stage.

Third. The civilized or monarchical stage.

Fourth. The enlightened or representative stage.

During all of these periods man was endeavoring to communicate with his distant fellow. The first efforts to transmit intelligence were made by the sylvan man—by the hunter or savage man—long ago, very long, indeed; not very long when compared with the geologic history of the earth, but

very long when compared with the printed histories of man.

The night is to the savage what the day is to the civilized man, so the fire brand was adapted as a method for transmitting intelligence. As time passed on from that ancient epoch when men had landed on every shore and isle they slowly improved in their arts, and these improvements led them into an interchange of commodities, and thus was the commerce of the world established. It is here that man abandoned the cave and established small communities of tented villages. This is the shepherd or barbaric stage of society. Man uses the campfire signals still, but he uses a marvelous code of signs with it. Experience has taught him that he must have a means of communicating instantaneously with every clan and tribe in the nation. So he learns to transmit intelligence by symbols of fire, which consists of waving of fire brand or torch; almost every tribe has a code of signals of its own. In the more advanced periods of barbaric life these codes become a very intricate system. Throughout savagery and barbarism only campfire signals were invented,

and these answered all practical purposes when communities were limited to a radius of a few miles. When civilization came to the shores of the Mediterranean cities commenced to dot the prolific feeding grounds; then man saw it would be wise to invest his rights in one supreme power—the monarch. He also saw that it would be necessary to communicate from city to city, so he invented the semaphore with its wonderful code of signals. By means of the semaphore he was enabled to transmit visual signals from tower to tower. All of the cities of Europe were so connected. The semaphore system is a method of communicating peculiar to the monarchial or civilized stage of society. It was a long step from the visual sign to the audible sound method of transmitting intelligence, but the semaphore prepared the way for the telegraph. The visual sign systems of transmitting intelligence were the only methods known to the people of the savage, barbaric and monarchial stages of society. As the light from the fire symbols showed the way for the semaphore, so the visual sign system of the semaphore prepared the way for the audible sound of the telegraph, which in turn gave birth to the telephone.

It is not possible to measure the time in years that it has taken to accomplish this grand evolution from the campfire signal to the electric method of transmitting intelligence. When the art of telegraphy was first put into practice man thought that it would be necessary to receive his messages by visual signs, as he had always done in past ages. The inventor himself made no provision for receiving sound audibly—all thought that it was impossible to interpret the message by sound. So we have the long and short lines of the Morse code corresponding to the movements of the semaphore, and to the torchlight in the hands of the savage. However, it did not take man long to learn that it was possible to interpret the messages by the sounds of the instrument, and thus was another step taken toward the invention of the telephone, which affords the direct means for the transmission of intelligence. The campfire signals grew into the semaphore, and the semaphore grew into the telegraph, and the telegraph grew into the telephone, and the process is not yet com-

pleted, for the old inventions clothe themselves with the garments of the new, and rush on to new purposes; the inferior is transformed into the superior, and the good is made better, and the better is made best. It was 2,500 years ago since Thales, the Milesean, who was one of the seven wise men that founded the Ionic philosophy, and divided the year into 365 days, made the first recorded observation on the electrical properties of amber; and later on Wolimer, King



HARRY S. COYLE, LOCAL No. 88.

of the Goths, "emitted sparks from his own body." From that remote period to 1600 A. D. very little progress was made in the electrical science. In that year William Gilbert, an English physician, published his famous researches on the magnet and the electrical experiments pursued in his studies.

At the dawn of the age of enlightenment—the age of representative government—the whole world was thrown into a ferment of political and scientific activity. The names of Volta, Galvani, Franklin and a host of others are famous for the great works they performed in this period.

M. Charles Bourseul published his famous

theory of the electrical transmission of intelligence in 1854. This curious speculation appeared like other great events which have so often cast their shadows before them.

The progress of the world depends upon the inventions of the practical man. Philip Reis, of Germany, applied Bourseul's theory to an ingenious invention in 1861, which was partially successful. This invention consists of a combination of Page's vibrations and Scott's phonantograph.

After an elapse of sixteen years Bell took up the question and succeeded in transmitting speech to quite a distance.

It would be a long, but beautiful story to tell what part Gray, Varley, Dolbear, Hughes, Edison, Blake and a host of others, whose names are immortal, performed in this evolution from chaos to symmetry. Coming to our own time, we find the experimental field more active than ever, and the march to the Patent Office represents the wonderful progress that is being made in the arts and sciences, especially in electricity. Every telephone shop in the land has some sort of an experimental laboratory. There are several experimental telephonic laboratories in this country which have won a world-wide reputation, and have placed this country far in advance of all other nations in the manufacture of telephonic apparatus. The work performed at these institutions represents most of the progress that has been made in the perfection of telephonic inventions. The important results to be derived from the application of experimental methods to the art of telephony has been demonstrated most signally in independent telephone circles. Experimentation is the meeting ground of most of the arts and sciences; it is here where scientific men meet and discuss their theories, and, as Darwin says, "seek to close a path toward error, and possibly open the road to truth."

By the co-ordinate and contemporaneous improvements of all of the systems of the transmission of intelligence known to early men, and the gradual evolution of these inventions through a long period of experimentation which has carried the experimenters through many fields of inquiry, we have as the sum total the telephone, which represents the transmission of intelligence

as performed in the age of enlightenment—the period of representative government.

Will there be a new method of transmitting intelligence for the future? Science answers "Yes." Even now we hear mystic murmurs that come from the state of unrest which surrounds telephony. With the earth connected from end to end, it will not only be possible to transmit speech, but sight as well. Then, indeed, shall the barriers of environment be removed forever.

THE WINNER.

'Tis the coward who quits to misfortune,
'Tis the knave who changes each day,
'Tis the fool who wins half the battle,
Then throws all his chances away.
There is little in life but labor,
To-morrow may find that but a dream;
Success is the bride of Endeavor,
And luck—but a meteor's gleam.
The time to succeed is when others,
Discouraged, show traces of tire;
The battle is fought in the homestretch—
And won—'twixt the flag and the wire!"

TO MEMBERS IN ARREARS.

There's many a kick,
But a "pay d—d quick"
When the beef trust raises your dues
And when old King Coal
Increases his toll,
You're sore, but you can not refuse.

And you claim the sod,
It's a gift from God,
But the landlord raises your dues;
And you pay each cent
That he asks in rent—
He holds trumps and you can not refuse.

And such is the way
That you always pay,
When the lords of earth cry "Give!"
Though it costs a tear,
Your card is kept clear,
And you must keep it so to live.

You kick like a steer
And you think of your beer,
When your union asks for its mite;
And you raise a roar
If it asks for more
To strengthen its ranks in the fight.

If you'd do your part
With a manly heart
In the van of the ranks of Right,
It would speed the day
When we'll win the fray
'Gainst the forces of greed and might.

RIGHTS OF THE WORKINGMAN.

Following are extracts of a sermon delivered by Rev. Alan Hudson, pastor of the First Congregational Church, of Brockton, Mass., the oldest and wealthiest church in the city, organized by the Puritans long before the revolutionary war.

The subject of the discourse was "Every-day Religion in the Life of a Mechanic."

Rev. Mr. Hudson took for his text: "Is not this the carpenter's son?" Matt. 13: 55. He said in part:

"The greatest man that ever lived was a mechanic. He was a carpenter. Nineteen hundred years ago he stood amid the shavings of the Bethlehem workshop and placed his royal seal on hard work, and hard work has been dignified ever since.

"In the evolution of our modern industrial life the value of the simple worker has been overlooked. Statecraft can boast of such names as Chatham, Bismarck and Webster. Science glories in the memory of Newton, Harvey and Darwin. But the greatest man who ever lived—greater than all of these, was neither statesman nor scientist, but a humble carpenter. His memory dignifies work. He shows the worth of the toiler. Sweep the whole collection of idlers, aristocratic and otherwise, off the earth and the whole world would go on as usual. Take the workingman out of existence and the world would come to a sudden pause.

"The first thing necessary in the every-day religion of the mechanic is the consciousness of his right as a child of God. These rights are often denied. The capitalist claims that all efforts of labor to combine is wrong. What right has President Baer and the men of his class to claim that they are God's representatives on earth, and that labor has no right of its own, save as they are granted by these self-appointed agents of Deity? Labor has as much right to sell its labor for money as the capitalist has to sell his money for labor.

"Human rights are not so much a matter of law as they are of nature. They are God-given. It is for this reason that a strike is justifiable. When rights cannot be secured by reason and arbitration, then the strike is a righteous necessity. It has recently been stated by an eminent publicist that a strike is morally wrong. When greed and monopolily refuse to recognize the simple rights of

the worker, then the strike is not only necessary, but it is the poor man's God-given right. Will any man say that the strikes that redeemed children from a 15-hour day in the factories were wrong? Will he say that the strikes that have transformed the lives of mill-women from slaves to that of human beings were wrong? Strikes have brought about temporary distress, but they have done much to better the condition of the toiler. They have made the factories healthier, they have transformed the worker from a serf to a man, they have made it possible for a child to study instead of slave.

"Unless he is compelled to, what does the railroad magnate care about the brakeman or engineer who falls beneath the wheels? What if some poor devil of a mechanic falls from a building and dashes out his life? What if he is mangled by a machine like an old rag? Throw him aside, put another in his place, he must not interfere with the piling up of the dividends. In the face of these facts the worker should express and demand his rights. He should call for the fulfillment of the Golden Rule, 'Thou shalt do unto others what ye would that they should do unto you.'

"The next thing necessary in the every-day religion in the life of a mechanic is sympathy for his fellow-men. This was the one great attribute of the divine carpenter. Personal interest should be subordinate to the interest of one's fellows. The individual worker may have his own rights, but they should not stand in the way of the greater rights of his fellows.

"We were told a few months ago by an eminent educator that the strike-breaker is a hero. I believe, on the other hand, that the man who has no sympathy for the needs and rights of others and cares only for himself and betrays their cause is not only not a hero, but a traitor. He well deserves the expressive name of 'scab.'

"Why has the world for nineteen hundred years execrated the name of Judas? Because he had no sympathy, because like the strike-breaker he betrayed his friend. Why has Benedict Arnold gone down into American history covered with dishonor? Because in the hour of his country's need he betrayed her cause and thought only of his own selfish interest.

"In the face of these facts we are told that

the man who betrays the cause of his industrial fellow-men is a hero; if so, then Judas was a hero and Jesus was wrong in calling him a son of perdition. If so, Benedict Arnold was a hero and Americans should build a monument to his memory. Yes, you have the right to be a strike-breaker, but if your fellow-man is seeking justly to better his condition—seeking to increase his humble wage—to clothe, educate and make a little home for his children, he is a mean, small, selfish traitor who would betray his cause. He is fit to lock hands with Benedict Arnold and Judas Iscariot.

"We should also manifest our sympathy for the old worker. In these days the faithful old mechanic, who has given his life to his trade, is rewarded by neglect and indifference. If he cannot earn as much as formerly, give him what he can earn and do not treat him as an incumbrance. Let the young man who expects some day to be old have a heart of sympathy for the old toiler, not endeavor to supplant him, but to maintain his position."

'PHONE GIRL NOW SAYS "O."

The telephone girl is progressive. For years and years in repeating a number which had a zero included she would always call it "ought." For instance, if a subscriber called for "twenty-four thirty," the telephone girl would repeat, "Two-four-three-ought." When some subscriber who had a little feeling of compassion for the king's English, which was being so cruelly murdered right before his ears, would gently object, and say, "Two-four-three-naught," the girl would again repeat, "ought," and tell the subscriber to "look in the dictionary."

But the world moves. The "naught" is commencing to be realized in the most exclusive telephone circles. It could not be expected that the telephone girl would surrender all at once. She has fought for that "ought" too long to drop it immediately, and thus confess that she has been wrong.

So, while she has dropped the "ought," she has taken up "o" instead. So now she repeats 2430; in this manner, "two-four-three-O."

It is a pleasant victory for English unde-fled. Optimists can now see dawning that glad day when the telephone girl will say "naught" right out loud.

A BRAKEMAN'S PRAYER.

Recently a certain brakeman on one of the roads got religion, and his first public prayer was something like this, according to a friend, who took it down as accurately as possible:

"Oh, Lord, now that I have flagged Thee, lift my feet from off the rough road of life and plant them firmly on the deck of the train of salvation. Let me use the safety lamp, known as prudence, make all the couplings in the train with the strong link of Thy Love and let my hand lamp be the Bible. And, Heavenly Father, keep all the switches closed that lead off on sidings, especially those with a blind end. Oh, Lord, if it be Thy pleasure, have every semaphore block along the road show the white light of hope so that I can make the run of life without stopping. And, Lord, give us the Ten Commandments as a schedule, and when I have finished the run of life and on schedule time pulled in the great dark station of death may Thou, the Superintendent of the Universe, say with a smile, 'Well done, thou good and faithful servant, come up and sign the pay-roll and receive your well-earned check for eternal happiness.'—St. Louis-Globe Democrat."

DONT STARVE THE MIND.

How many there are who have been very successful in saving money, but whose minds are as barren of anything beautiful as is the hot sand of the Sahara desert. These people are always ready to invest in lands, stocks or houses, but never able to buy books or collect a library.

We know men who started out bright, cheerful boys, with broad, generous minds, who have become so wedded to money making, so absorbed in their business, that they can not find time for anything else. They never travel or visit their friends. They consider it foolish or extravagant to go to the opera or a good play; the daily paper limits the extent of their reading; recreation of any kind is relegated to a far-away future, and yet these men are surprised when they retire from business that they have nothing to retire to, that they have destroyed the capacity for appreciating things they thought they would enjoy.—Success.

CHUNKS OF HUMAN PIG IRON.

Herbert N. Casson, in the *Car Worker*, says that any American wage-worker who is not in a union is nothing but a chunk of human pig iron. He is not a complete man, but only the raw material out of which a man may possibly be made.

This is not a mere assertion. It is a fact that can be easily proved. A hundred years ago, when one boss and two helpers worked side by side in what was called a factory, a wage-worker counted for something. He called his employer by his first name and had the right to give advice about the business. There was little difference between master and man, even in the matter of wealth.

But to-day, in the great factories that employ hundreds or thousands of men, an individual worker is only a fraction. He is not a complete craftsman any more than one driving wheel is a complete locomotive. It takes seventy shoemakers to make a shoe in an average shoe factory; therefore, each worker is only one-seventieth part of a shoemaker. The only way to get a complete shoemaker is to organize at least seventy shoemakers into a union.

Unionism has sprung up, not at the bidding of a handful of labor "agitators," but as the inevitable result of the division of labor and the growth of large corporations. Unionism is the only means by which the wage-workers can be human beings, and not merely the helpless part of some capitalistic outfit. The unorganized worker is nothing but a "means of production." He is a part of the plant just as much as though he were a steam hammer or a piece of the smoke stack.

Last year I saw a circular sent out by a Philadelphia employment agency, which referred to workingmen as if they were so many barrels of potatoes or boxes of soap. It said: "We have some excellent material for employers, in the line of freight handlers and 'longshoremen.'" Does not this word "material" show how workers would be regarded by all large corporations, if there were no trade unions? Employers might even hire workers by the ton, live weight, as if they were a herd of Texas steers.

This is the Age of the Trust. A single in-

dividual has about as much chance of stopping the march of one of these immense corporations, as a red lady-bug would have to flag an express train. The small \$50,000 capitalists who refuse to combine, are being gobbled up like oysters on the half shell by the organized money kings of the Eastern States.

A newly arrived Irishman tried recently to weigh himself on one of those penny-in-the-slot machines that are found on the platforms of railroad depots. A brakeman who was standing near by showed him that he would have to put a penny in the machine before it would work. "Is that so?" said he. "Well, I've already found out that the man who hasn't a cent has no weight in this country." Many of us have discovered the same unwelcome fact—that the moneyless man is being forced off the face of the earth, or, at least, off that part of it that we call civilized.

The average factory worker knows that he is only the substitute for a machine. As soon as a machine is invented that can do his work, it goes in and he goes out. The ideal factory system, from the employers' standpoint, would be one in which nothing but automatic machinery was used, which would have the greatest possible number of machines and the smallest possible number of wage-workers.

Not long ago, in a railroad yard in Massachusetts, a man was employed to drive a horse here and there, about the yard, pulling empty freight cars to where they were needed. The man, with a great deal of trouble, taught the horse to go where he was wanted without being driven. When the railroad company noticed this, it simply kept the horse and discharged the man.

Thousands of hard knocks have at last taught the American working people that they must either organize or emigrate. Nothing but organized labor can hold its own with Morganized capital. If the fear of unionism were taken away, not more than one corporation in a hundred would raise wages or reduce hours. It would be asking too much to expect them to do so. The first concern of a corporation is dividends, not wages; and the first concern of wage-workers must be wages, not dividends.

It is a pity that business must be carried

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on in such a warlike manner. It would be far more pleasant if we could all co-operate and work together like brothers. But it was not the workers who made this industrial system what it is. We have to take things as they are until we get strong enough to make them different. You cannot expect workers to act like stained-glass angels as long as they are compelled to battle for the mere necessities of life.

Once you get the working people organized, there is no limit to their advancement. As long as a chunk of pig iron remains the way it is, it is good for nothing. But a chunk that is worth only 75 cents, can be worked up into bar iron worth \$5, horse-shoes worth \$10, table knives worth \$180, needles worth \$6,800, or watch springs worth \$400,000. In the same way a body of wage-workers who are unorganized and useless to themselves and to everybody except the corporations, may unite and educate themselves up to a point where they will be of the greatest possible value to the whole nation.

When a thousand men organize, every man has the strength of 999 men behind him. An unorganized body of men, on the other hand, are like a lot of tramps working for their dinners. It does not make a man less than he was to join a union, but more, though there are some pin-headed fellows who think that a union would interfere with their personal liberty. For my part, I think I would sooner be a part of a strong, swift, smooth-running locomotive than the whole of a pickaxe.

Unions are no longer experiments. They rank among the greatest successes of the century. Nothing else, since human history began, ever brought as large a share of prosperity to the home of the workingman. Nothing else ever succeeded so well in compelling the ruling few to consider the interests of the masses.

Therefore, the man who is out of a union to-day is fit for the scrap heap. No matter what his personal virtues may be, he is, socially speaking, only a piece of human junk. He is not only loafing when there is a great work to be done, but obstructing that work by his stupidity.

The union man, on the contrary, is not only helping himself, but all his fellow-workers. He is helping to make America a real democracy, and not merely a paper

one. He is as much of a patriot as any soldier in George Washington's army. He is battling to save the Union as truly as though he had worn the blue in 1862. In spite of injunctions and blacklists and lockouts, in spite of the treachery of politicians and the stupidity of scabs, in spite of the slanders of the press and the conspiracies of the courts, unionism has pushed forward until to-day it has over 2,000,000 men in line, and has become the only force in the country which cannot be bribed nor intimidated by the trusts.

NUMERICAL STRENGTH OF THE LABOR MOVEMENT.

Following its natural bent, and endeavoring to cater to the class that it represents, the Chicago Journal sneers at the strength of the labor organizations of the country. The remark is made that "of the 70,000,000 inhabitants of the United States at the last census only 1,500,000 were even estimated by the labor leaders themselves to be members of the labor unions. In other words, 98 per cent of the people were not members of labor unions."

National Labor Commissioner Carroll D. Wright, in one of his recent articles in Boyce's Weekly, said that there were some 18,000,000 people in the United States actively employed in gainful occupations. The actual strength of organized labor is close on to 3,000,000. Remembering the fact that the great majority of the workers are isolated, and that, therefore, it is impossible to reach them by organization, this showing is a remarkable one. Three million organized workers are just as able to control the industrial, political and social conditions of this country as is a regiment of trained soldiers able to deal with an unorganized mob.

Labor men have no reason to be ashamed of this showing. It speaks louder than any other one thing for the truth of the statement that industrial conditions are not right, and that it has been necessary to come together and exercise collective power in order to effect needed changes. As for the insinuations of newspapers, of which the Journal is a type, labor leaders can view them with equanimity as the mouthings of paid advocates of capitalistic injustice.—Boyce's Weekly.

EDUCATION OF THE MASSES WILL SOLVE THE LABOR QUESTION.

Unbiased and impartial contrast of conditions is the clearest witness in the case of Capital vs. Labor. The grandeur and magnificence of palace homes—the evidence of luxury in excess and the lavish display of extravagant folly—speak louder than words in every tongue throughout all nations. Equally clear rises the appeal of adversity—equally manifest the squalor, want and suffering of the poor. Though poverty—"gentle poverty"—would conceal its rags and suffer in silence, privations and bare destitution are apparent to those who care to know.

Prosperity has a trick of not seeing and not knowing the necessities of the poorer brother. Busy providing for self by every available advantage, it is easy to say "I am not my brother's keeper." Capital revels in repeated excesses—Labor often lacks the actual necessities for comfort. We are told that we are having times of unprecedented prosperity. Then what is the cause of such universal discontent? Those who have ears to hear may detect a discordant note rising above the triumphant chorus of prosperity. Our financiers have been too busy compounding interest and counting up annual increase to notice the corresponding retrograde of those below them in business.

There is a wrong adjustment of existing relations in the world of trade, and all surplus capital, however obtained by any individual, represents the want and misery of many, perhaps, who toil to produce it.

To acquire fortune by thrift and integrity, exercising judgment and temperance, commands respect and admiration. It is not the acquisition of wealth, nor even the avarice, that provoke rebuke. It is the abuse of privileges afforded by capital that constitutes sins of omission and commission that are not far removed from crime.

The strong dictate terms to the weak always with a natural tendency for the advantage of one and the disadvantage of the other. This process has continued through the generations until greed has assumed ravenous proportions, and the party of the first part is willfully blind to the injustice and oppression and revolt. Public sentiment in vain utters protests against "man's

inhumanity to man." Conditions that require toil without adequate recompense have sown seeds of discontent that are developing into abundant fruitage.

Desperate situations require heroic treatment, hence the attitude of those who hire to those who are hired has caused organization among all classes of labor. Self-preservation is the instinctive law of nature.

Unionism is an important feature of the times, and seems destined to play an important part in the making of history in the new country.

Industrial unrest portends approaching climax. Either the disintegration of organized labor and the utter collapse of unionism through the cause of internal strife—for "a house divided against itself can not stand"—or the end shall be peace and prosperity attained through a glorious triumph of right and justice, when righteous arbitration—a fact, not a farce—shall indiscriminately diffuse a proportionate prosperity over the assorted multitude.

Humanitarians, unambitious for great wealth themselves, yet free from galling environments of poverty that binds the toiling millions, assume the task of remonstrating with those commanding the country's financial interest.

Would-be philanthropists make impotent efforts to uplift the great mass of humanity that year by year sinks more hopeless into the depths of degradation into which grievous burdens are pressing it. Less intense members of society drift with time's current; they have no desire for martyrdom, and no relish for failure, so they stand aloof as disinterested spectators to view the situation without comment.

What is comedy to the masters of finance is frightful tragedy to those who serve in the machinery of the world's treadmill. Facts eloquently plead their own cause at the bars of justice. To indulge in sentiment would be a mockery of honest motives.

"No man is perfect, no not one." Conscience is sluggish. Shakespeare's idea is expressed in no uncertain terms concerning conscience, namely: "It beggars any man who keeps it. It is turned out of towns and cities for a dangerous thing; and every

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man that means to live well, endeavors to trust to himself and live without it."

But in a world of selfishness the wonder is that honor still exists in even a small percentage of the race.

The wage-workers of this country are attempting to improve their condition. It is not surprising that they should embrace any creed that offers relief in the struggle to harmonize high prices and low wages. There is a relentless pressure in every department of labor, every available excuse seeks to keep wages as low as possible, however high all necessities of life may advance.

This is unfair, and creates suspicion and dissatisfaction. Facts plead their own cause more eloquently than any untutored son of toil ever can do. All see mistakes, and many recommend remedies for the chronic unrest of the industrial world, but while wealth abounds and capital increases economic conditions must improve or strife still continue.

If we remove the cause of disease in the body politic the sore will heal through natural process. If the habits and principles of the "rabble" are repulsive to cultured, progressive civilization, the situation demands relief, and presents the most forcible argument for compulsory education. We have heard that "it takes three generations to make a gentleman," but in view of the existing depravity typical of the lowest strata, it is difficult to believe in even so remote a possibility.

It is late to begin, but it is never too late for the nation or the individual to repair the evil wrought by neglect, and so advance a step in the right direction. Not only for this generation, but for time and eternity, wise legislation should require the best development of all grades of our country's citizenship.

This is one way the laboring people can elevate themselves and families, and without the advantage such legislation affords it is impossible ever to rise from the degradation of which poverty and ignorance condemns the toiler. The lowest element is the dangerous element; it is a menace to law, order and civil government; it hates capital and hangs, a continual impediment, to the skirts of organized labor, hindering all efforts at advancement or mutual understanding.

How much longer shall the blemish of voluntary ignorance bedraggle the vestments of American liberty? The only hope for the improvement of the species lies in compulsory education. This would prove the antidote for at least a part of the "industrial unrest."

Look at the ever increasing mob of the discontented, disorderly and illiterate—locate the many causes and then acknowledge that the only way to improve them is to teach them and train them.

Facts plead their own cause and self interest in the capitalist classes has got all there is to get and labor is worn out and production practically ceases, a new course must be found in which to move.

Many and complex are our nation's problems, and as "no man liveth unto himself," it is the duty of every individual to use his own influence for the good of humanity. No one can do much, but suppose one million would unite to work toward the same end, the influence concentrated, for good or evil, would be recognized around the world.

May an All-Wise Providence pity and direct His long-suffering people, and mercifully deal with the oppressed class to which He belonged when He dwelt among erring mortals.—Margaret Scott Hall, in *The Carpenter*.

ORGANIZATION DID IT.

The success of trade unions in raising wages may be shown by the following facts: In 1850 the average factory wages were \$247 a year; in 1890, \$446. Wages in cotton factories in 1830 were 44 cents a day; in 1873, \$1.49. Therefore, if it had not been for trade unions workingmen might now be working at 50 cents a day, and business might be as dull and sluggish as it is in Spain, where the laborer buys a new suit once in five years, and lives on rye and garlic. The high rate of wages in this country compared with Europe and Asia, is not accidental. It is not due to the greater benevolence on the part of American capitalists. It is not due to the fact that this is a new country—the Canadian province of Quebec is a new country, yet wages are lower there than in England. It is due to the seventy-five years' fight against low wages made by organized labor.

A SUMMARY BY MAYOR JONES.

The labor question is as old as time—that is, as we count time. The first strife between men of which we have any record was between Cain and Abel, in which Cain slew his brother, and thus became the first murderer, and this was a strife over the question of labor. It appears from the story that Abel did his work in a more artistic manner than Cain, for we are told that “it was more acceptable,” and this fact aroused the devil of jealousy and envy, and ended in the first fratricide.

Even then the spirit of truth was seeking to drive home the lesson of unity, of responsibility to our brothers, for when this murderer attempted to hide his face and made the answer as to the whereabouts of his brother by that oft-repeated and cowardly reply, “Am I my brother’s keeper?” The voice of God replied, saying, “Thy brother’s blood crieth from the ground for vengeance.”

And so the blood shed of our brothers has been crying from the ground through all the ages, crying for justice, and the thoughtless who have slaughtered the innocents, they who live idle, easy lives, who have never realized in their experience the fallacy and folly of the idea that there can be anything but misery in an idle life, like Cain, are crying out, “My punishment is greater than I can bear.”

I believe that all idle men and idle women on the planet have moments, and perhaps hours, when they actually feel that the burden of an idle, useless life is almost unbearable. They may not know the cause of their distress. They simply know that they can not find rest or peace, and the cause lies in the fact that their lives are a living lie; for God never made a place for an idler.

There is no such spot in the universe, and the man or woman who so subsists is a parasite on the social body, who can not and should not and will not ever know the meaning of peace. Happiness is the fruit of conscious usefulness, and no idler can be useful.

Strange to say, though, the ideal life of the great mass of the people, both in the up and the down of society, among the rich and the poor alike, is the idle life. I hear

again and again: “He was so lucky, he does not have to work.” “She was so lucky; she married a rich man.”

We congratulate a young man who gets a government job that is pure graft—a salary without service; a sinecure that damns alike both the person who pays and the person who draws the salary, for no good thing can be had except by earning it. This is not a dictum; it is a statement of natural law. Tell me how you will get muscle, for example, with money—or rosy cheeks, or abounding health, or knowledge, or anything really worth having, except by earning it by work—exercise.

All these things must be earned, and earned by work, too. The prince and the pauper alike must pay tribute to this law of Almighty God—this law of work. But we are so stupefied with the worship of this great god, gold, that we are quite content, if we can but get possession of it, to fill our bodies with disease, for this is the natural recompense or price for ease.

The struggle for more wages will ever continue while the wage system lasts, until by an awakened social instinct and a more enlightened conception of our relation to each other we shall come to see that we are really brothers, and must learn to live brotherly.

When our eyes are truly opened, both as employers and employed, we shall see that our relation is that of brothers—of equals—and that no standard of wages can ever be fixed that will be right but the standard of equal and exact justice. We shall then come to see that the question is, not how much can I get or how much can I make out of my fellow man, but how much do I need? How much can I use judiciously, wisely and well in developing my body and soul, and the bodies and souls of my family and those for whom I am immediately responsible?

This is the question, and the answer is that I am entitled to all that I can so use, and so is every other man; and until I make common cause with every man in the city, in the State, and in the nation—aye, on the planet—I am not fulfilling the purposes of my destiny as a man and a brother.

Workingmen must not only make common cause with the workingmen of their craft, but with every craft under the shin-

ing sun. They must learn not only to make common cause with the workingmen of their nationality and their color, but with all colors.

The capitalist will not hesitate to take his money-bags and go to the Orient if he can make more money out of a Chinaman there than out of a white man here. Let us not forget that there is a capitalistic spirit among the tramps on the dusty highways as well as in Wall street.

It is the capitalistic spirit—the spirit that would separate man from man and brother from brother—which must be overcome, and to this end let labor make its contribution, and to the development of the idea of unity, of equality, liberty and fraternity, if we hope to see the American ideal wrought out and democratic conditions prevail, where every man can stand as an equal and a brother. This is our only hope and all of our hope.

AS THE WORLD LAUGHS.

High mentality is shown in a laugh. There are savages in Africa who never laugh; they grin, that is all; and this lack of the quality of laughter is a symptom of their low mentality. The Chinaman has no hearty bursts of laughter. He titters cynically—titters over the misfortune of an enemy or the elopement of a daughter of a friend. When he is delighted, or amused, or happy, he just looks calm, with a sickly smile on his sallow face. The Frenchman has a reserved laugh, one which he holds well in hand. Being a good stickler for dignity, he is afraid that a loud and honest laugh would injure his deportment, would demean him in the eyes of acquaintances. You will not hear much laughter in Paris, though it is true that the women have a cultivated, musical “ha-ha-ha” that they use in cafes when they wish to attract somebody's attention. The German's laugh is deep and prolonged. It comes from far down somewhere in his stomach. The laugh of the Irishman is hearty and resonant, and tickles him from his eyes to his waist. The American and the English are quick to see the point of a witticism, and most of them laugh unrestrainedly. Their mirth is so natural and heartily and musically expressed that you can not but rejoice

on hearing it. When a funny incident is told in the presence of a Scotchman, for a few seconds the point passes unnoticed; but at last it dawns upon him, and then his manifestation of appreciation is expressed by subdued merriment which, nevertheless, is deeply earnest.—New York Weekly.

WOMEN IN TRADE-UNIONS.

Can women and girls be organized into trade-unions with success? Can they through organization stand together and battle for their rights in the face of opposition from their employers?

These are questions that are frequently asked to-day, and many earnest union men still look upon unions of women with something akin to suspicion, believing that they are but temporary affairs, formed for some specific purpose, and immediately that purpose is accomplished they disband.

There is another class of men who still cling to the old idea that the proper sphere of women is in the home. This class does not seem to reckon on the changes in industrial development which have forced women and girls into the factory.

It is hardly necessary to discuss the latter phase of the question, for the place of the woman in the industrial field is firmly established, thanks to our modern methods of production.

There is perhaps no city in the country that can furnish as good an illustration of the effects of women in trade-unions as Chicago. In no other city has the work of organization been carried on as successfully, and the results have amply demonstrated that women can be as active and stanch unionists as men. In fact, instances could be quoted where strikes have occurred in that city, involving both men and women, and the men were the first to return to work without having gained the concessions they demanded.

The women have proved that their unionism was not of the passive order, but an active force. While most of the unions of women in Chicago are of recent origin, the present indications point to their remaining an important factor in our shop and factory life.—Luke Grant, in American Federationist.

ORGANIZING THE FILIPINOS.

Ed. Rosenberg, of San Francisco, who went to China and the Philippine Islands to investigate industrial conditions for the American Federation of Labor, writes from Manila an interesting letter to the Federationist, in which he says the Filipinos are industrious, and are organizing to secure good wages and fair conditions of employment, and also that they are joining in the protest against the introduction of Chinese cheap labor.

Delegate Rosenberg quotes Governor Taft as favoring the organization of the wage workers. A typographical union and a union of electrical workers, both composed of Americans, have been formed recently in Manila. Governor Taft not only approves the general idea of unionism, but defended the Filipinos' objection to Chinese competition, as follows:

"There has been a movement for the organization of labor in the city of Manila, which doubtless will spread to other parts of the islands. It has been regarded, because of abuses which crept in, as an unmixed evil. I can not think it to be so. If properly directed, it may greatly assist what is absolutely necessary here, to wit: The organization of labor and the giving to the laboring class a sense of the dignity of labor and their independence. The labor organizations in the city of Manila are very much opposed to the introduction of Chinese labor, and their declaration upon this point will find ready acquiescence in the minds of all Filipinos, with but few exceptions. The truth is, that from a political standpoint, the unlimited introduction of the Chinese into these islands would be a great mistake. I believe the objection on the part of the Filipinos to such a course to be entirely logical and justified. The development of these islands by Chinamen would be at the expense of the Filipino people, and they may very well resent such a suggestion."

Referring to Filipinos as industrial factors, Correspondent Rosenberg says: "Their reluctance to work, continually harped about by many employers, is simply the natural reluctance of a progressive people to work for low wages under bad treatment. When wages here rise above the barest and poorest necessities of life, and

where treatment is fair, there Filipinos are at work in any number required.

"One employer said to me: 'Ye want more Chinese to keep them here for one or two years, then slip them back and get another lot, for the Chinese I have here now are becoming too independent and want more pay.'"

Commissioner Rosenberg sends voluminous data as to wages, hours and cost of living, from which these paragraphs are taken:

"In the cigarette and tobacco departments nearly all the employees are women and children. Wages of adults average \$18 per month. Hours are also eight and one-half. This company employs in its factories about 4,000 people, the majority of whom are women, and there are 500 children. The latter receive 40 cents per day.

"In the printing trades pay is from \$6 to \$15 per week, with very few receiving the highest rate. Hours of labor are nine to ten.

"Dock laborers at Manila receive \$1 per day of ten hours. Seamen on lake and river boats receive from \$12 to \$15 per month and food. On seagoing steamers the firemen range from \$15 to \$30 per month and food. United States transports and other Government vessels plying between island ports pay \$35 to seamen and \$45 to firemen.

"At the Cavite arsenal and navy yard there are from 2,000 to 3,000 mechanics and laborers employed by the United States Government, according to work on hand. The hours of the American foremen, drafted from the Brooklyn and Vallejo navy yards, are eight hours, the Filipinos working nine and one-half hours. The Americans receive highest wages paid for like positions in the United States; the Filipinos receive from 90 cents to \$2.50 per day, the extra skilled blacksmiths and a few in other branches receiving \$2.80 per day.

"At San Felipe, on the River Pasig, there are extensive brick kilns, in which men and women are employed. The former receive 50 cents, the latter 25 cents for a working day of eight hours. At San Pedro Makate, in the potteries, wages for men and women, respectively, are \$1 and 50 cents per eight hours. Near by there are stone quarries, mainly for rough building and paving stones. Workers are paid \$1 per day for eight

hours. At Santa Cruz, Laguna Province, which is an important copra market, men and women work in preparing copra, receiving from 80 cents to \$1 per day of eight or nine hours.

"Cost of food of a native workman is from 50 to 75 cents per day. Food for a family of five costs from 80 cents to \$1.20 per day. The cheapest a family of five could live in Manila is \$250 per year, including rent, the latter being very high. Workmen in Manila live very much crowded together, hence there is fearful mortality when cholera gets a good hold. It must be remembered that in all these figures Mexican currency is meant."

Mr. Rosenberg sends this admonition to American mechanics:

"The cost of living for Americans is, of course, much higher. In fact, Manila is the dearest place a traveler could come to. No American mechanic unless he receives an increase of from 50 to 100 per cent of wages paid him in the United States should come here unless he deliberately counts on a lower standard of living than he is used to. Besides, the climate is very hard on all those compelled to do continuous manual labor, especially so if in the open. The Philippines is no field for American mechanics, unless they get positions as foremen at high wages."

Mr. Rosenberg's report closes as follows:

"It is my belief that the unions in these islands will rapidly grow in numbers and membership; that better wages will in future be paid the workers, making them better producers and better consumers, so that the prosperity of the islands will not have to depend on the export of their surplus products, but rather on the consumption of such products by a well paid, intelligent, independent and industrious working class. Then, and only then, will peace and prosperity be permanent and the distrust, not to say hatred, which many Filipinos bear toward the Americans, be replaced by esteem and friendship."

ABSURD LABOR LEGISLATION.

The builders, contractors and material men, who have been most bitter in their denunciation of the extreme attitude taken by labor organizations under the leadership of

such men as Sam Parks and other walking delegates, have apparently gone to the other extreme and become even more radical than the organizations they have been criticising. These builders and contractors, through their representative organizations, have outlined a bill which they propose to introduce in the New York legislature which will prohibit strikes under the penalty of imprisonment, prevent lockouts, and establish a system of compulsory arbitration. The author of the bill, according to the statements of the New York papers, is a lawyer who has been making a study of labor conditions in Australia. He seems to have secured a remarkable assortment of impracticable notions by his study, and proposes a species of legislation that will not be countenanced by the lawmakers of any State in the Union. The agitation of his plan can have no result other than to emphasize and aggravate the differences already existing between capital and labor, differences that are being rapidly adjusted everywhere except in New York by intelligent methods of arbitration and conciliation.

Whatever criticism may be justly offered to the aggressiveness of labor organizations, all thinking people will be forced to admit that the adoption of a bill prohibiting strikes would be simply the enactment of a measure legalizing slavery of the workman, just as a law to prohibit lockouts would mean slavery, bankruptcy and general demoralization of the employers. The contention of the author of the bill that it is warranted by the precedents established by the courts in enjoining laborers from striking is not tenable. Such injunctions, it is true, have been issued, but they have invariably been dissolved, and the entire trend of legal decisions on this subject for several years has been to firmly establish the right of men to quit work when they desire to do so, and also the right of employers to lock out their employees when they deem it necessary. The strike and the lockout have been hedged about by conditions and rulings preventing picketing, the interference with property, and the like, but there has been no successful effort to induce courts to interfere with the freedom of either employers or the employed. The New York proposition is a socialistic scheme, wholly unworthy of con-

sideration by the men who are urging it as a solution of vexed labor problems.—Washington Post.

BEING A GOOD FELLOW.

Any sensible young man ought to know that he can't be up late nights abusing his stomach and be in full possession of his faculties for business the next day. And he ought to know, also, that a man must be clear-headed and in full possession of his faculties to hold his own in the keen competition of life. Your "good fellow" is popular for the time being, but when his money is gone and he has lost his job and is on his uppers the "good fellow" business doesn't get him anything. It's "poor fellow" then. Another good man gone wrong, and "the boys" are ready to hail another "good fellow" who has the price.

We don't mean by this to say that "the boys" are mercenary. They don't altogether pass up a "good fellow" when he goes broke, but it isn't the same. They say he hit the booze too hard and couldn't stand the pace. They feel sorry for him, but he is out of it. His good fellowship doesn't excuse him, even in the eyes of his friends, for having thrown away his opportunity.

The young man who gets the sleep his system needs, is temperate in his habits, lives within his means and shows up for work in the morning with a clear eye and active brain—that's the man business men are looking for. They want employees whom they can trust. Having worked hard and laid by a competence, they want to throw some of the burdens off, and they won't throw them off on the employee who is too much of a "good fellow."

Cut it out boys, boys. There's nothing in it. There's a whole lot of nonsense in that "good fellow" business. You can't fool the public very long by living beyond your means and keeping up appearances. There must be a show-down some time or other, and that means a loss of self-respect and many bitter experiences. All men will think more of you if you hold yourself in and don't try to live a wine existence on a beer income.

Many a bright and promising business man has failed because he tried to travel in too swift a class; whereas, had he lived

within his means, he might have become a successful merchant.

The world doesn't give up its treasures easily. It isn't in the cards for all of us to be millionaires, and mighty few of the "good fellows" get into this class. It's better to earn your way first and go hunting for good times when you have reached that point where you can spare both the time and the money. Then, possibly, you'll have more sense and have a different notion about what a good time is.—Toledo Bee.

RIGHT VIEW OF UNIONS.

Every open-minded man who has come in personal contact with the better class of labor unionists and labor leaders has seen something very like a revelation. Even a little first-hand knowledge of union life shows that most of what is written about it is worse than nonsense, and that most of the criticism that is published is only an invitation to pigheadedness and to wrong-doing. To an angry union man or to one who has, or thinks he has, a grievance, the world is divided into two classes—the oppressed and the oppressors. When any one who speaks for the oppressors, or is suspected of speaking for them, thunders forth only threats and warnings, he adds fuel to the fire. Men were never managed in that way.

The right view to take of the unions is to regard them as machinery for the training of their members—for training in economic knowledge, in self-restraint, in the patriotic view of American industry. The strongest and wisest labor leaders so regard them. Primarily they are organizations for self-protection, and their fundamental purpose is to get power to fight. But if they are properly led they become great organizations for training men as well as for massing them.

So far public opinion and public leaders have paid too little sympathetic attention to them. It may fairly be said that most industries and most communities so far have the kind of labor unions and the kind of labor leaders they deserve to have. They can be made instruments for the misguidance of men or for their larger and patriotic development, and the public will have itself to blame if they are misdirected.—World's Work.

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WE WOULD LIKE TO KNOW.

Why labor laws are always declared unconstitutional?

Why all workingmen can not see the benefit of organization?

Why union men so often fail to demand union-made goods?

Why so many members never attend meetings only when out of a job?

Why so many members think unionism consists only of paying dues?

Why some members always have important business on meeting nights?

Why so many men don't spend less time in bar-rooms and more in lodge rooms?

Why some unionists never pay their dues until threatened with expulsion?

Why some members yell on the street corners, but whisper in the lodge rooms?

Why we so often forget our own faults, but never fail to detect our neighbors?

Why we expect our union to be powerful when we refuse to furnish ammunition?

Why some men are such good unionists in their lodge rooms and then forget so easily when on the outside?

THE WONDROUS MAN.

He used to sit and tell us where Napoleon made mistakes;
He liked to see a game and criticize the pitcher's breaks;
He shows just where a railway runs the risk of losing friends
And how the richest might be earning bigger dividends.
He sometimes makes remarks on art, and stalwart hearts have quailed
On hearing where the people we esteem so much have failed.
He'll point out the weak places in a story or a song,
And tell you how and why the government is going wrong.
You are convinced that when he makes a start this wondrous man
Will reconstruct the universe on a superior plan.
But we're waiting, waiting, waiting, while to faltering hopes we cling,
For up to date ('tis strange but true) he hasn't done a thing.

ELECTRICITY.

"We make too much mystery of electricity. We really know more about it than we do about any other phenomena. Take gravity, for instance. Who knows what it is, why it acts, and how? We do know how to handle electricity, how to produce it, how it acts through distance, and so on, but no one knows why the earth attracts the stone, always attracts it, and always acts on it. Every one sees gravity act and does not think anything about it, but it seems a sort of fashion to regard electricity as a great mystery. We even hear nowadays that some scientists are trying to prove that the mystery of life and death is due to electricity. Our bodies are dynamos, and not furnaces, they tell us. Well, I do not think the case is proved. Electrical energy produces a physiological effect, but so do other forms of energy. Life itself is a form of energy, but the relation of the two is not shown. We do not know that the action of nerves and muscles is due to electricity. It is an interesting theory, but still academic."—Interview with Charles P. Steinmetz in Success.

AS PAT SAW IT.

This is an old story smuggled through Castle Garden.

Two young Irish immigrants, Pat and Mike Maloney, arrived green and fresh from the Emerald Isle.

Pat and Mike were much astonished at the sights of the city, and when night came they sought lodgings in a down town hotel. The noise was too much for Pat, and he couldn't sleep. So he got up and sat by the window. Just then an engine, with shrieking whistle and spouting flame and smoke, rattled noisily past. Pat looked at it in astonishment. He had never seen anything like it before. In alarm he called out to Mike. Mike snored peacefully. In a few minutes another engine clattered into view, more sparks and smoke pouring from the stack. This was too much for Pat.

"Mike, Mike," he shouted, "get up quick!"

"What is the matter?" growled Mike, sleepily.

"Matter enough," replied Pat. "Shure an' they're moving hell, and two loads have already gone by!"—Exchange.

LABORER'S RIGHTS.

The laboring man has to fight to a finish for whatever rights he has. It is a matter of being ready to defend himself at all times. To depend upon those outside the ranks of labor is simply to throw away his rights and the privilege to defend those rights. Those who would grind the laborer to the earth are ever on the alert, because it means dollars and cents to them. Therefore the laborer should be ever watchful for himself, for it means dollars and cents to him. The laborer can not be awake one day and asleep the next and expect success to follow him. He must be wide awake all the time. His enemies are never better satisfied when they can see him careless and indifferent as to what is going on, for the longer they can keep him in the background the better for their purpose; they know their selfish interests will suffer when the laborer becomes enlightened as to what really is his due; they care nothing about right or wrong so long as the shekels made from the laborer's efforts fill their unholy coffers; they care nothing for the lamentations of the poor and distressed dependents of the laborer so long as their own dear ones enjoy the best that money can afford, even if that money has the blood of oppression on it. Can these enemies of the laborer be condemned for thus protecting their own interests? Not altogether, because it is one of the laws of human nature for man to get the best there is to be had. But their methods can be condemned, and justly so. It would be the height of folly to advise the laborer to get all he can for his hire unless he is also advised to get it honestly and fairly. If the methods of the laborer in securing his just deserts are faulty, then these methods should be frowned upon by every honest man. If the laborer's enemies employ foul means to grind a few paltry dollars from him, then the frown upon them should be equally as severe.

All employers of labor should not be considered as enemies, but a large proportion of them can be classed as such. This should not be, of course, but it will be so until the laborer himself rises in his might and breaks the chains which now bind him, and at the same time demonstrate in no uncertain manner that future attempts to shackle him

will be resisted with all the strength at his command. Now, how can this strength be thoroughly utilized?

Organization, by all means. If the employers can best carry plans to success by organization into immense combinations, thereby controlling everything in their line of business, then why should not the same plan be a good one for the employees to adopt? By organization the employees can dictate what price employers shall pay for their services; likewise the employers can and do organize and dictate what the people shall pay for their products. The individual employee is powerless to demand any sort of wage for his labor because he is such a small part of the great mass of working people, but when he stands, with thousands of others, in a solid phalanx, demanding a fair day's pay for a fair day's work, then he becomes one of the essential cogs in the great wheel of organized labor. In this organized position his demands for fair treatment and good wages would be given careful and ample consideration; if presented individually, they would be uncereemoniously, perhaps insultingly, ignored.

It should be plain to every workingman and woman, if they have any capacity for sensible reasoning, that it is only through organized effort that they may hope to secure justice from those who would sap their very life-blood in the effort to swell their already bulging bank account.—Labor Advocate.

FUTURE OF ARBITRATION.

There is scarcely an industry that is free from the combinations of capital or combination of labor in some form. The differences are found only in the extent to which the combination is successfully carried. There is an infinite variety in the methods of the various combinations, yet there is a general similarity in their efforts to regulate competition and bring pressure to bear on persistent competitors, price-cutters and non-unionists. What is true of the boycott, as stated by Carroll D. Wright, in his address before the National Association of Manufacturers, is in general true of other methods of the two classes of combines. Mr. Wright said:

"Everybody boycotts somebody, and, to a

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certain degree, it is a legitimate weapon for the defense or protection of proper methods. Carried to the extreme, it is a crime against the individual, and prevents that development of private character which is essential to public virtue. It never does, therefore, for the employer or employee to accuse the other of resorting to methods common to both."

It may well be asked, in view of these universal efforts to regulate or eliminate competition, What is to be the outcome? and, What shall be the policy of the general public toward combinations? We may ask, Shall all combinations be suppressed and all industries be compelled to submit to the unregulated competition of anarchism? Or shall these combinations continue to grow and competition be entirely eliminated in the ideal state of socialism? If neither of these extremes should be followed, what shall be the middle ground, where competition may continue without being destructive, and where the public shall not be exploited by monopoly of capital or monopoly of labor?

Shall these combinations be left to work out their purposes, or shall the courts and the legislatures be called upon to deal with them? Shall combinations of capital be treated exactly the same as combinations of labor, or shall the one be suppressed and the other encouraged? Shall legislation regulate the terms of membership and compel the employers' association and the trades union to admit members on the qualifications and fees determined by law? If not by regulating membership, how can the rights of independent manufacturers and dealers and workingmen be protected? How far shall publicity be carried, and how much can be accomplished by publicity?—National Civic Federation Review.

ARBITRATION CRITICISED.

Samuel Gompers, President of the American Federation of Labor, says: Successful arbitration comes to two nations of equal or nearly equal power. Arbitration between the strong and the weak, the sentimentally correct and altruistic, is never accorded unless there is some other great powerful nation ready to demand fair dealing toward the weaker power. This is demonstrated in

our everyday lives, and is equally applicable to the power vested in accumulated wealth and concentrated industry in its attitude toward the power of organized labor and its absolute domination over the unorganized workers.

Compulsory arbitration is a misnomer, and even where in practice in New Zealand has demonstrated its inefficiency and absurdity. Arbitration, if at all to be successful, must come from a power of which the workers are becoming possessed in their organizations.

Of course, trade-unionists and those who are called their leaders, are becoming more intelligent. Every day brings new experience and new responsibilities. In the beginning employers have assumed the attitudes of masters of all they surveyed and every attempt on the part of the workers to secure a voice in determining the conditions under which they should work has been looked upon as "unwarrantable dictation." Under such circumstances strikes have occurred and been relentlessly contested. As a matter of fact, after the close of a contest and the organization has been maintained, the employers have changed their views, either from experience or necessity, and the trade-union men credited with greater conservatism, when the greater transformation has been in the employers.

THE RULE OF THREE.

Three things to conquer—temper, tongue and conduct.

Three things to love—courage, gentleness and affection.

Three things to hate—cruelty, arrogance and affectation.

Three things to delight in—frankness, freedom and beauty.

Three things to wish for—health, friends and a cheerful spirit.

Three things to avoid—idleness, loquacity and flippant jesting.

Three things to fight for—honor, home and country.

Three things to admire—power, dignity and gracefulness.

Three things to think about—life, death and eternity.

THOUGHTLESS CRITICISM.

It is noticeable that the most bitter critics of labor organizations are usually those who have the slightest possible understanding of the work and aims of unionism. If a strike seems in any degree ill-advised, or if the attitude of the men appears to vary in any way from absolute perfection, a howl at once goes up that the unions are wrong.

Of course unions are apt, at times, to make mistakes. The wonderful thing would be if they never did. Their members are not seers nor sages, but ordinary men, and it is only human to see one's own side of a question more clearly than the other.

Moreover the average workingman has not been favored by opportunity, either in youth or manhood. Our workers have no college education, no wealth to give them leisure for reading, travel, or general culture. Often they have been reared in poverty, forced to work before childhood had passed, and now toil at arduous trades, digging in the depths of dark mines, or framing buildings at dizzy heights, or in an ill-ventilated, crowded factory, amid the din and dust of machinery, or facing the hourly perils of railroad or trolley traffic.

Their work is their only weapon with which to beat back the wolf that forever follows relentlessly on the trail of their dear ones and themselves. Their first hope lies in selling that labor at a fairer price and in reducing the hours of labor to something like the eight-hour basis.

The strike is the only argument to which many of their employers will listen. Is it strange that men working under such employers sometimes may use that argument unwisely? That now and then they reason badly and judge unfairly

We see the employers do wrong, and bitter wrong, to the men, and that very often. Yet as a rule the employers have education, books, time to read and think, and opportunity to travel and compare conditions. Nor have they a load of illiterate and newly arrived foreigners to carry, as have the unions. For the union has to be a school for the immigrant as well as the protection of its own trade.

Yet, with all the advantages on their side, employers are more often unjust than our unions.

Not only have the unions the harder side of the battle. To them the issue is vastly more important. They are fighting for life, for "you take my life when you take the means whereby I live," while the employers are only fighting for more profits, which usually means more luxury, finer houses, grander equipages, and costlier jewels. The victory of the employer means money; that of the union means manhood.

Happily, with the growth of unionism there is a constant increase of intelligence and responsibility, both among the leaders and in the rank and file. Power sobers people when it is legitimate power, hardly won.

The blood of the Magna Charta and the Declaration of Independence is the life stream that feeds unionism to-day, and of that unionism will be born the real republic of the future.—Lydia Kingsmill Commander.

THE KNOCKER.

There are a good many union men who are continually knocking on the action taken by their unions. There is nothing done that suits them. They have not the courage to get up in the union room and register their kick, but wait until they get in some bar room or on some street corner, and what they don't tell you on how to conduct the affairs of a union isn't worth knowing. They are quick to see the defects in any plan offered for the betterment of their fellow members, and are quick to point them out. This is commendable if made at the proper time and place, and if actuated by an honest desire to improve the laws or rules, as in honest criticism in all cases; but when animated by a desire to find fault, and objections are offered with a view to cause discontent in the minds of the members, that spirit can not be classed as praiseworthy. The proper time and place to criticize is in the meeting of the organization, and the motives governing the criticism should be a desire to improve, to build up, to elevate and not to pull down. An honest critic generally voices his opinion, respects the opinion of others, and will offer another plan or else is willing to consider a plan offered by another. If they have anything to say they get up in the union meeting and say it.

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INGERSOLL ON LABOR.

The first result of the invention of machinery has been to increase the wealth of the few. The hope of the world is that through invention man can finally take such advantages of these forces of nature, of the weight of water, of the force of the wind, of steam, of electricity, that they will do the work of the world; and it is the hope of the really civilized that these inventions will finally cease to be the property of the few, to the end that they may do the work of all for all.

When those who do the work own the machines, when those who toil control the inventions, then, and not till then, can the world be civilized or free. When these forces shall do the bidding of the individual, when they become the property of the mechanic instead of the monopoly, when they belong to labor instead of what is called capital, when these great powers are as free to the individual laborer as the air and light are now free to all, then, and not until then, the individual will be restored and all forms of slavery will disappear.

THE GOSPEL OF LABOR.

During a sermon on "The Gospel of Labor" in the church, Thirteenth and L streets, Washington, D. C., on Sunday, September 6, Rev. John V. Schaick gave forth the following as true gospel:

"This is a good basis for a Labor Day sermon, and it has an historical setting that comes down to us through the centuries, hoary with age, furnishing us with an injunction to work. We all ought to work, we all have a right to work, but no one should overwork or work amid conditions that are degrading. These are the principles of labor.

"In the first place, we all ought to work. That is a duty resting upon us, but everybody does not believe it, even theoretically. Cicero said that all artisans are engaged in disgraceful occupation, and Aristotle said that the best regulated cities should not permit a mechanic to be a citizen, for he could not be pure.

"Even the story of Eden is not free from the disgrace of work, and this idea prevails largely to-day. Some hold it disgraceful to work, especially with the hands. If they

can wear good clothes and keep their hands clean, it is not so bad, but the dust and dirt of the toiler is not for them. And the strange thing is that they believe they are of finer material, better stuff, some of these idlers, than the workingmen that they pass in the streets.

"But to reduce the whole thing to commonsense. Here is a world. There are just so many mouths to be fed and just so many to feed them. Where is there in ethics or religion or common sense any basis for the theory that some of these should toil doubly hard to support others in idleness. The theory did not go very far when starvation faced the colonists at Jamestown, and Captain John Smith took the helm and compelled all the fine gentlemen to work who would eat.

"Common sense, innate justice, teaches us that in this world of many men and many needs, all should fall to and do something to feed it, help it, lift it, and inspire it. No matter how much some one has given you, you are not exempt. Either you must till the soil and reap the crop, or handle the exchange, or you must enrich the brain of others, or you must fire the heart of man and cause him to see himself as the image of God. But farmer, merchant, teacher, lawyer, or preacher, there is no difference in the dignity of labor excepting in the way you do it.

"Related to this proposition that all men ought to work is the corollary that men ought to do the work for which they are best fitted. Misfits are the saddest things in life. Some men who know the word plow when they ought to preach; others, who have gifts of eloquence and devotion, are tying tape when they ought to preach; others are preaching when they ought to be following the plow. Some false notion of dignity has got into their heads. We ought to work at that for which we are best fitted. Men are out of work and they get desperate. They break the laws and then they are put to work. When will people learn that it is cheaper to put laborers to work before breaking the law than after. Men are sometimes thrown out of employment through mere whim. The government cannot interfere, but it could buy a plot of ground and make it possible for the man who will work to earn a living wage.

"Everybody has a right to work. Children of the rich should not be deprived of work. Their parents often say that their children shall not work as they had to, and they do not realize that their spiritual strength and character were obtained because they had such responsibilities. Their children have a right to work to have their muscles hardened and their character trained. A frightful neglect of human society has come through the belief that it is undignified to let a son carry a bundle through the streets and work for himself."

THE SHORTER DAY.

A close student of the situation writes thus of the shorter work day: The time is not far off when eight hours will be the working day throughout the United States for wage-workers. The reform was inevitable upon the introduction of labor-displacing machinery. Philosophers are discussing the effect of the curtailment of production by the cutting off of a fifth to a quarter of the work day, but we think the effect will be wholesome. Men are not obliged in morals or interest to give up their whole lives to physical toil. The richest countries are not those where labor is the incessant lot of man.

But the disposition of the leisure afforded by the shortened work-day is a serious question. If the workmen utilize it for their improvement it will add more to their useful capital than all the strikes ever inaugurated or all the wage schedules forced out of the changing conditions of the day.

The opportunity is at hand for a union of mind and muscle. The laborer is rating upward; as he develops there will be less and less a tax upon his physical energy, but more and more a demand upon his intellectual faculties. If he thinks that the hours saved from his labor are only to be used as the loafer and lounge use their leisure the shorter day will be a curse, not a blessing.

So broad is the field and so inviting the prospect in the wide range of opportunity that there is no time for idle hours. The "gentleman of leisure" is a fraud and incubus and has no proper place in the economy of nature.

The shorter work-day will be valuable only as it serves to afford opportunity for the

acquisition of a better and broader knowledge of life, a higher appreciation of the responsibilities of living and a cultivation of a more useful intelligence.

Out of such opportunity a race of men should arise superior in citizenship, superior in dignity of their ideals; men who will need fear no competition, but who will rather invite it.

Let us hope that the shorter work-day will be, as it ought to be, the beginning of a mighty intellectual popular development.

THE GOSPEL OF HUMANITY.

Of course this dual plague of greed and slavery, so utterly foreign to democracy, says Peter Burrowes in *Revolutionary Essays*, is not a plague of bad men, but a bad plague upon good men. We want to save the man capitalist from his plague of greed and the man proletarian from his plague of slavery, and this we want to do because, primarily and above all other things, America wants the democracy and all the world wants America.

The gospel of humanity is not my conscious fitting of myself for humanity, but my unconscious growth into humanity by the sanctification of common habit.

Ultimately the race is not robbed of anything, and Nero's fiddling at last becomes everybody's music.

Our reforms need not wait upon our ideals but may be commenced with simple social deeds and habits until we get into such organic contact with the race that we shall experience that enlargement of life we call humanity, where our thoughts as individuals are stepping close upon the average of the race.

It is in vain for ego to go into the business of architecting God. Centuries of such God tinkering have brought us only idolatry and shame and folly. Let us rather wait until we know humanity better, and have served him to our uttermost, then we shall be able to see, to know, what is God; then he will tell us. But for the present God stands on the opposite outer side of this great human circle, unrevealed, and through that circle alone holds intercourse and meets us in the larger life. This city of ours is the spiritual highway between God and each. God can not go into one man; one man can

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go into god ; but both have this everlasting trysting place at Bethesda where the forgotten last man lies. We meet each other where the mob meets, in the teeming, multitudinous lives of the needy ; on the crowded highways of toil and sorrow, where the most hearts are throbbing and longing ; where most hands do their work ; there it is that human experience nourishes ideals, and there man and God grow acquainted with each other.

I will surely learn that the work of my own liberation must be commended in other lives ; that the work of my own enlargement must commence there ; that my liberty can only grow with the enlargement of life about me ; that I can never be free and keep slaves or be the warden of a prison. Liberty is not a qualitative nor a quantitative in me ; it is the breadth of social enlargement attained to by my environment, and in which I am moving. When the race lives, and it may live sooner than we now expect, men will find their freedom, not in the enlarged spaces and altitudes of still nature only, but mainly in the enlarged life and moral sufficiency—the vast spiritual amplitudes of the collective life. To find freedom, to find liberty, within the boundaries or in the relative powers of my single life as compared with or as purchased out of the freedom or liberty of other lives, is a base conceit, and will have no place in the thoughts of social men ; to find it in the moments of my release from that which is common to all will be deemed equally base.

SELFISH UNIONISM.

Why do trades unions allow themselves to become selfish in their strength ? This is truly one of the greatest weaknesses of organized labor. A union or a collection of unions become strong and self-sufficient, and then begins the era when with pride and lofty self-conceit they look down on some weaker union struggling on to preserve its integrity and protect its members, and when asked for support in some struggle vital to its interests, is answered with the contribution of a few dollars and a barrel of advice, when an honest coming to the rescue with a heart feeling for a fellow-working-man would show their principles had not been forgotten and their feelings plated with the silver of success.

The idea of universal fellow-feelings among the labor unions may be chimerical, but this is the foundation on which they are laid, and is the only true road to an emancipation of labor from the thralldom of inferiority.

The strongest unions ever formed in America have gone down for the want of hearty co-operation from sister organizations. Many times the sting of resentment has been the cause.

Some powerful combination of miners has refused to stand shoulder to shoulder with some other body which is engaged in a struggle, only to be treated in turn to a dose of its own medicine.

Whenever the minor inconsistencies of a labor strife are overlooked, and the broader lines of the principles at stake are taken into consideration, then will any claim of labor that is just be gained by mutual support of all organized bodies without the suffering a strike involves.

Human nature is much the same among all classes of society. Nothing succeeds like success, and success begets a pride and arrogance of disposition which marks the weakness in the human mind, and shows the successful one is but clay, like his poorer but despised brother.

In the strife of our lives to gain the things we covet we overlook the weakness of a brother and tread him down, little thinking the human heart beats in his breast the same as in ours. If such is advancement, then advancement is cruelty.

The common plane of equality must be reached ; the common interest of all must have equal support.

The sooner trades unions recognize this the better for all concerned, and the sooner will the worth of a man be judged, not by his breeches pockets, but by his accomplishment of good deeds.

We can not change the opinions of all classes in many years, but the power of the working people by right doing will bring in time all people to the realization that all have an equal right to like and to enjoy with each other the gifts of God.

The very small place our world occupies in the great expanse of space should bring to the minds of all of how little a figure they really do cut in their assumption of superiority.

If they can penetrate space, can see into eternity, can trace their own origin, we will acknowledge them as greater beings. But with all the wealth and ambition they will be as little known in a few years hence as we will be.

MONEY.

A contributor to one of the popular magazines of the day says that money is a good thing as backing for one's plans. But when it assumes such a position of importance as to abolish the plans for fear of harm to itself, then it is time for its owner (its slave rather) to examine himself to see where his spirit of manhood has fled.

I have had the most intimate acquaintance with poverty and I am not afraid of it. All the mental and moral strength I have has been acquired in the hand to hand conflict by which I conquered it. Having conquered it joyously, hilariously, jubilantly, and experiencing the vitality that comes of such conquest, am I to stop conquering now, and lay down my arms and go to sleep, rocked in the security of four per cent bonds, and let the ashes of the dying years drift over me and snow me under, as it has done thousands, and as it is doing nearly every one of our wealthy men and women to-day?

I don't want money except as it serves a higher purpose than its mere getting. I only want it in order to see what can be done with it. I want it that I may appropriate it to higher and nobler building than the world has ever seen. And I do believe to-day that it has been this lofty aspiration alone that made me master of poverty, and bestowed on me a purse of Fortunatus; that purse in which only one coin finds lodgment, but still inexhaustible: the purse whose momentary replenishment depends on the courage of its possessor to spend—in perfect truthfulness—what seems to be the last dollar he possesses.

For wealth is in the man and not in his money. Money hoarded is a more serious impediment to a man's progress than any one will readily imagine. It deprives him of the necessity of effort; it stultifies genius; it lulls him to sleep; it destroys the necessity of conquest, and eventually the power of conquest also. And when a man's power of conquest is destroyed he is as dead as a

door nail, even though he still creeps abroad in the sunlight and makes an obstruction of himself in the pathway of live men.

If I never see the day when I can pile one bill on the top of another I am going to express my life in works. If I have to die as the majority of people are dying, I had as lieve die in a poorhouse as in a palace. But I do not intend to follow the beaten track that every soul has traveled since the beginning of time; the track that leads only to the grave; a fact that utterly condemns it for me, and that has already turned every thought of my life in an opposite direction. I am going to do that which will make money my slave and not my master. Therefore, all I get shall be appropriated to solving this great mystery of life and death; this mystery relating to the Law of Growth; to the powers of the individual to conquer all things.

UNIONISM FREES MILLIONS.

Every day there is a dissertation upon the "tyranny of trades unions." Heart-breaking episodes are used to show how trades unions have curtailed the natural rights of individuals. Now, the fact is trades unions have made freemen out of millions of men who were dangerously close to a state of peonage before the trades union was formed.

How many workingmen were compelled by threats of discharge to vote against their convictions prior to joining their unions?

How many were free to spend their wages where they pleased?

How many enjoyed the protection of law to life and limb?

The unimpeachable fact is that the trades unions have stood men on their feet, taught them their rights under the law, made them free in every sense of the word.

Of course they have surrendered some worse than useless individual "rights," but they have gained immeasurably in tangible freedom.

No one knows this better than those who have tried individualism and collectivism. It is useless to tell a man that he is better off when "free" to become the prey of organized capital, when he can be actually free by joining an organization of his fellows.

He will laugh at the idea that the union

which obtains for him a living wage, safe and sanitary conditions under which to work, and cultivates friendly relations with his employer, has made a slave of him.

He knows the manifold blessings his union has conferred upon him, and would not exchange any fictitious "freedom" for the great boon of liberty his union gives him.—*Mine Workers' Journal*.

"OPEN" SHOP IMPOSSIBLE.

E. A. Moffett, of Philadelphia, editor of the Bricklayer and Mason, the official organ of the Bricklayers and Masons' International Union, read a paper at the conference of the Civic Federation in Chicago, October 16, which unqualifiedly opposed the "open" shop, and is as follows:

The shop that is "open," whether it is so by agreement or practice, is one in which the non-union and union men work side by side. We admit that this seems to be a fair proposition. But is it? We hold that it would give the employer, in addition to the physical advantage which is always his, the upper hand of the trade union. With the "open shop" the employer is in a position to use his non-union workers as a club with which to beat his union men into submission. The argument that both kinds of workers are employed upon equal terms does not apply, as I shall directly show, and I shall also show that they may not be employed upon equal terms. Whatever the proportion of non-union men in the "open shop," the employer may in a variety of ways gradually increase that proportion until the proportion of union men in his employ is so reduced that the shop becomes practically non-union. And it is not difficult to conceive that the unscrupulous employer may carry this policy of insidious discrimination so far as to entirely remove every vestige of trade unionism from the establishment. The union men in his employ find their number being gradually reduced, and can make no effective protest because of the well-known difficulty of proving discrimination in such cases. Indeed, had they the temerity to make protest, the employer would seize upon this as a kind of justification for the more rapid reduction, if not wholesale discharge, of his union employees upon the ground of interference with his business.

The precariousness of the position of the union men in the "open shop" can be further shown by supposing a case of this kind. One of the union men has been adjudged guilty of working under wages, let us say. He is fined, but he can laugh at the attempt to discipline him and remain at work beside those whom he has injured, and he is at once a source of irritation to the union men and of help to the employer as a potential union breaker. And what would it avail the union men to strike, however sufficient the reasons, so long as the non-union men are under no express obligation to join with them? It may be said that the agreement between the employer and men—and the "open shop" does not always presuppose an agreement—would provide a substitute for strikes. But have not employers broken agreements, and may they not do so again? It may be claimed that the employer would be slow to give cause for a strike even in the "open shop" because it would involve a reduction of his working force. But would not other "open shop" employers be in a position to lend sufficient of their non-union employees to him as a means of breaking the strike? And here we see that in the "open shop" the union man would not only be obliged to work side by side with another worker who could be used to take his place, but one who would also be available to displace a union man elsewhere in the case of strike or lockout.

And even though employers should agree to give the scale to all their employees, non-union as well as union, how long could unions have a part in the settling of wages when their position in the "open shop" is so dangerously exposed to underhand discrimination? But let us suppose an employer who would attempt no such discrimination. Might he not be tempted to hire a non-union man who had offered himself for less than the union wage? And even this employer, however unselfish, would find that the competition of other "open shops" would compel him to take every possible advantage. True, union men are sometimes discovered working under the scale, but in the union shop they can be disciplined for having thus injured their fellows and the employers in the trade by having given an unfair advantage to a competitor. As there may be underhand com-

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petition in the "open shop" in the matter of wages, so may one "open shop" compete in this way with another to the point of cut-throat competition. Under the union shop policy the employers have the common advantage of stability in price of the largest item of cost—the matter of wages. Under the "open shop" policy there can be no such stability, for here the mean employer has hardly less opportunity for unfair advantage in the matter of wages than he has in the wholly non-union shop.

The "open shop," as I have already said, does not always presuppose an agreement, and where there is one, quite often it gives the union no practical protection. The form of agreement used by the New York Metal Trades Association, and presumably in other cities, is this kind of agreement. When an employer uses this form of "open shop" agreement he is at liberty to hire non-union men—and union men, if he can get them—for less than the rate stipulated. This remarkable form of agreement has to do only with the wages of the men employed at the time of its making. And may he not get rid of these one by one and hire others whom he is entirely free to pay less under this one-sided agreement?

The "open shop" is the entering wedge, and where this style of agreement is seen it means the negation of trade unionism. The union men in the "open shop" would find themselves being discharged upon one pretext or another, and as membership in a union under such conditions would mean no real protection to the men, workers eventually would not join and the trades union would not only fail to hold its membership, but would also fail to add to it.

The "open shop" lies between the union shop and the sweat shop.

Let us examine the argument put forward for the "open shop." This is that the union shop is a monopoly, and the argument, it is claimed, is based upon individual liberty.

The cry of individual liberty as directed against organization of working people is not a new one. It has always been the cry of those who have been the first to withhold it. The attempt is made to have individual liberty to appear as the chief concern of the people. Is it so? It is sacred only so far as it does not menace the community.

When unregulated it tends to the destruction of the freedom of the whole. Law and government make this a self-evident fact.

No one has enjoyed individual liberty since man was in a state of nature. Individual liberty for men outside a state of nature would mean anarchy. With the growth of civilization it has become more and more restricted. The Declaration of Independence, upon which our critics try to base their argument of individual liberty, did not extend, as Crozier points out in his "History of Intellectual Development," to the red men of the great West, notwithstanding that it proclaimed that all men are born free and with equal rights to life, liberty and the pursuit of happiness. This reference is made simply to show that those who best understood individual liberty were not unmindful of its limitations.

And to claim that the "open shop" would mean individual liberty, even in the accepted sense, is to beg the question. Individual liberty in the case of the workman is but a mere abstraction. This unprotected workman is free only to starve, or, at least, to accept the terms offered him, and, to that extent, helps depress the common plane of living. It is easy to say that if the terms are not suitable to him, he should go elsewhere. But wherever he may go, his condition does not change, for he has only his labor to sell; indeed, his condition becomes worse, as with each contact with an employer, his powers of resistance are lessened.

Much is heard of what is called "mutually satisfactory wages." Trade unionists deny that there can be any such thing between the non-union workman and the employer. The latter has the vantage ground. He has possession, which is nine points. An employer and a job make an organization. And yet how often do we find employers combined to regulate wages and hours. Sometimes the combination is unconcealed; other times it is not. But the practice is much more prevalent than employers are ready to admit. It won't do to say that employers have been driven to this because of the demands of trade unions, for the practice was even more widely prevalent when trade unions were impossible under the law.

What becomes of the liberty of the weaker one in this class of "mutually satisfactory

wages?" Is this freedom of contract? Can there be any equity in such a contract, and is it not made under duress? The claim is made that the superior workman finds protection in his superior ability. But even this workman, unless he is a genius, has only his labor to sell, and, if not combined with his fellows for mutual protection, is quite as much at the mercy of the employer as the workman whose ability is commonplace.

Is the Individual Liberty of which we hear so much intended for the good of the workman? To say that it is to claim that he was better off when he was without organization, for the corollary is that the trade union has deprived him of his liberty, that he may no longer accept whatever terms are offered him. Is it intended for the good of the community? Show me a country to-day where this idea obtains, and I will show you a country that is handicapped and poor indeed, with wealth and luxury at the top and misery and unrest below.

The union shop is not a monopoly—not, at least, in the sense that the New York Stock Exchange, or the Standard Oil Company, or the Coal Trust are monopolies. This cry of monopoly against the trade unions is the cry of "wolf!" Our markets are honeycombed with monopolies. Yet the efforts of the working people to protect themselves are looked upon in some quarters as the most dangerous form of organization. The union shop is not a monopoly. Castle Garden proves it. Our tariff protects the American manufacturer. Then why not the American workman protect himself against those, whether workingmen or employers, who would reduce the standard of living to the European level? The object of the union shop is not to create a monopoly of opportunity. It is not a "closed shop." It is wide open to any workman who is willing to help maintain the superior conditions that attract him. And what does this "monopoly," that has brought about these attractive conditions of employment, take from him? Simply his right to commit suicide—industrial suicide.

Capital itself has declared against destructive competition. The competition that capital believes destructive may reduce prof-

its, more or less. The competition sought for in the "open shop" would gradually destroy the unions, and eventually lower the common plane of living.

Trade unionists admit that the attitude of the so-called independent workman is legally right. But are not other workmen legally right in combining for mutual protection? They have had this right since 1824. Before that time, Lord Jeffrys tells us, an employer was at liberty to discharge a hundred men, or a thousand, on a mere whim; but if his men should quit jointly, however great the oppression, the law punished them with heartless severity. And before dismissing this phase of the subject, I would remind you that in the union shop the employer's selection of men is practically unlimited—he may choose from the hundreds or thousands of men in the particular trade union. And, moreover, he has always the right to hire and discharge. Any attempt to interfere with this right of the employer is contrary to the policy of trade unionism.

The union shop is not a monopoly. It is a social necessity.

The "open shop" is impracticable. It will not help to solve the labor problem. And it renders practical arbitration almost impossible. The employer who has had the "open shop" and improved its opportunities to the full may laugh at the suggestion of arbitration. And should the men risk the hazard of the die and go on strike, the non-union men may remain at work, and, if necessary, non-union men may be sent in from other "open shops," and the strikers are cowed into submission. Nor has the employer any reasonable guarantee that his men may not violate the agreement, if there be one, and the average national or international trade union is powerless in such cases to compel its local members to toe the mark. But how different in the union shop! Only a year or two ago we saw an international body, the Longshoremen, punish a local union for violating an agreement, by sending non-union men to take their places.

This organization, needless to say, makes agreements only where the union shop obtains. The Typographical Union guarantees its agreements with employers only in case of the union shop. And who does not

remember the splendid stand taken by the mine workers during the anthracite strike, in the very crisis of that struggle, at their Indianapolis convention, when they unanimously declared that the agreement with the bituminous operators should not be broken. Secretary Wilson of this organization, wrote me recently as follows:

* * * In the bituminous coal regions, where we contract with the employers, the contract provides for the "union shop" * * * Without the union shop, as provided for in these agreements, we could not have controlled the bituminous situation last year. The enormous price at which coal was being sold was a great temptation to our members to secure a portion of the profits that were being obtained as a result of the high prices, and but for the contracts with the operators and the discipline we were able to maintain, as the result of the 'union shop' arrangement, we would have been unable to prevent a general tie-up of all the bituminous coal fields in the country."

Our own organization has no "open shop," and this explains our success with arbitration. We have had no serious strikes in the last twelve years. In the city of New York we have co-operated with our employers in maintaining an arbitration board, and with such success that we have had but one dispute, and that a very slight one, in twenty years. In fact, the general arbitration plan that now obtains in the building industry of that city was practically copied after our local system. With the "open shop" arbitration would be a failure with us—we could not control our members.

In the "open shop" the efficiency must be of a lower order than that found in the union shop. This must be so, so long as a proportion of the employees have reason to look upon the others as those who enjoy, more or less, the improved conditions of employment that they had not helped to bring about, and who constitute a menace to the maintenance of these conditions. So long as this is true there can be little of the spirit of co-operation, so necessary in our complex establishments of to-day, where workmen are so divided. And is it not to be supposed that the "open shop," which is neither one thing nor the other, after all, must become either a union shop or a non-

union shop sooner or later? What if the non-union men in the "open shop" should organize? What chance would the employer have between the two?

It is not to be supposed that efficiency suffers in the union shop, on the ground that there is no competition between the men. While union men agree upon a level of wages below which none may go, they very generally compete in the matter of wages, in the sense that one may be cheaper than another because of his greater productivity. This may seem to involve an injustice, however, it may be remarked in passing, in those cases where the superior workman receives but the same wages paid the ordinary workman; but the minimum rate of the union need not be the maximum rate of the employer. The employer is free in the premises to do justice to the superior workman. In a number of cases there are other things which add to the compensation the employer has in the union shop. The union label, for example, helps to advertise the goods upon which it appears. There are some fifty-odd of these labels, and they are granted only to union shops. And the bricklayers of New York and of a number of other cities are at times practically a collection agency for their employers. The annual agreement provides that no bricklayer shall work on a building for anyone where money is owing to an employer until payment has been made.

Some employers think that as a further compensation the unions should agree to work only for the associated employers with whom they have agreements. Only a few months ago the members of one of our local unions would have obtained the increase of wages they asked had they consented to work only for members of the employers' association in that particular city. With a few local exceptions trade unions refuse to agree to this, and they take high ground in so doing. Until membership in the employers' associations can be attained with the same ease that membership can in trade unions this amounts to asking the trade unions to help create a monopoly. Even without the aid of the unions the employers have in a number of instances effected such monopolies with the help of the material men. To claim that such exclusive as-

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Associations of employers are monopolies no more than trade unions are monopolies is a mistake. An exclusive organization of employers aims at monopolizing the entire local business, and an employer from an outside locality finds it very difficult, if not impossible, to be admitted to membership. Even in the case of the trade union that has no "open shops" whatever, a member of the national or international organization is admitted to the local union by merely depositing his traveling card, and a non-member whose ability has been vouched for, may become a member and go to work upon the payment of a small initiation fee. I submit that there is no practical resemblance between the exclusive employers' association and the union shop.

And really efficient workmen are found in greater numbers in the unions than outside them. A case in point: A number of non-union steam fitters that were employed during the recent lockout in New York were examined the other day by a joint board of employers and workmen, in order to determine whether they were entitled to membership in the union, which had been won over to the arbitration plan. Of these seventy-two men but eleven proved themselves capable mechanics.

I cannot forego this opportunity to address myself briefly to the criticism so often heard on the methods of trade unions. These methods are said to be coercion, used sometimes to the point of violence. In part this is true. But trade unionism has not been brought up to its present state of development by compelling men to join through violence. The most successful trade unions spend thousands of dollars each year to maintain corps of organizers, who travel over the country as missionaries, and they spend fully as much for trade publications, which make up a great propaganda. Our own organization of some 80,000 men—the Bricklayers and Masons' International Union of America—in addition to maintaining a large force of organizers, spends \$25,000 a year for the publication of its trade journal. And these trade journals, let me remark in passing, do not only teach trade unionism, but impart, regularly, technical instruction of the most practical kind. In the older trade unions, where members have been taught amenable-

ness to discipline and to respect authority, the member who would advocate violent methods in any case is generally looked upon as one bribed to make trouble, and always an enemy to the cause. Seldom is a recruit made through violence, or fear of it; and still more seldom is a member compelled to remain a member against his will. This is shown by the fact that when a union man goes into a non-union shop or town he loses no time in forming a branch of his organization. In our own trade our traveling members are our greatest aid in this direction.

All trade unionists who have been in the movement sufficiently long to have been taught discipline condemn violent methods as inimical to their interests, and as good citizens they condemn violence in all its forms, whether it be the subtle violence of corruption and bribery, or that physical injury done by a striker or by a murderous sheriff's posse at Lattimer.

I deny that violence is so prevalent in strikes and lockouts as is alleged. In the lockout of 50,000 men in New York this summer there were but three or four cases of violence, and none serious. Our cities would have the entire labor movement condemned because an occasional striker throws a brick. Would they have us condemn Christianity because an occasional fanatic murders his wife and children, or one Christian shoots another in a religious quarrel?

It cannot be said that our refusal to work with a non-union man is coercion of the illegal kind. Our right to do so is recognized by the law. We look upon him as one who lowers the standard of living. He has no scruples about participating in the improved conditions of employment brought about by his organized fellows, and knows full well that his treachery, or his selfish individualism, makes to that extent more difficult the further improvement of these conditions. The 17,000 non-union miners who hired themselves out to the operators to break the anthracite coal strike are sharing equally to-day with the union men the increase of wages and the generally better conditions brought about by the very trade union they had beset and harassed in every way possible.

The non-union man—and it is to be understood that speak of the workman who de

liberately opposes trade unions—is an enemy of all workingmen, and, in the last analysis, an enemy of the community. That union men should ostracize him is not to be marveled at, and, least of all, their doing so is not to be criticised by that element of the community who assume a similar attitude towards those of their class whom they adjudge guilty of “unprofessional conduct.”

The non-union man is one who does not pay his way.

There is no ground for the charge that the trade unions want not only wages, but profits as well. Numerous recent cases might be cited to show this. I will give one or two. When times were hard some years ago the Pennsylvania Bricklayers' Union, of which I was then a working member, in order to “divide the work up,” as they expressed it, reduced the working day from nine to eight hours, and, in order that the employers' interests might not suffer, voluntarily reduced their wages from 45 cents to 37½ cents per hour. Only the other day we saw the tin plate workers agree to lower their wages in order to co-operate with their employers in an effort to compete abroad.

To argue for the “open shop” is to admit that the labor movement is too strongly entrenched to fall before open attack. The thing is transparent. We do not believe that the public is prepared to take so narrow a view of this question. The position of the employers who assail the union shop is not consistent. They do not say that they will co-operate with us in all lines and everywhere—in those lines where not even the “open shop” is recognized. They have nothing to give us. They simply ask that we surrender to them the position we have attained after years of struggle.

The chief concern of the community, I take it, is not so much the liberty of the individual as the standard of the living. Any individual, or any movement, that would lower this standard is opposed to the good of the community. No legislation has so fully met the desires of the people as that designed to protect our workingmen, women and children, and as it must be admitted that this legislation has come principally through the trade unions, any effort to cripple these organizations would mean injury to the whole people. And let me say here, the

“open shop” holds a special danger. In it the demagogue can work on men's dissatisfaction and turn the ever-present and unavoidable irritation to his own account. He believes in the “open shop”—it means his opportunity—and he goes you one better, for he really doesn't believe in trade unions at all—they stand in the way of his class. When the factory system, with its steam power, began to displace the workers the law regulating wages was laid aside at the instance of the mill owners and landlords and the law forbidding combinations of workers permitted to remain. The employing classes were short-sighted in this, for then was sown the discontent that eventually forced universal suffrage. Let those who would emulate this shortsightedness beware, lest in setting aside one obstacle a greater arise in their path.

The trade unions of the country are opposed to the “open shop,” and permit it only in those few instances where, as yet, they are powerless to alter it. In the main they strive for the express recognition of the union shop. One after another they are laying aside the strike and pledging themselves to the peaceful methods and sound sense of arbitration. They wish to do their part in the great scheme of arbitration proposed by the National Civic Federation. What they have gained they will not yield up, least of all to those who would have had them gain nothing. Their present position has been won at too high a cost and after too bitter a struggle for them to retreat one inch, except before a superior force and in broad and open contest.

THE ELECTRICAL RESISTANCE OF TREES.

Dr. Stone, botanist of the Hatch Experimental Station at Amherst, Mass., has been making experiments inquiring into the effect of electric currents on trees through which the electric conductors run. The conclusions arrived at should be of much interest to electric light and railway men. In his report Dr. Hatch says: “On the whole, the cases of killing trees by escaping electricity are very rare, and by no means so numerous as is generally believed. Because a large number of trees, adjacent to electric railroads, happen to become sickly, it must not be concluded that electricity is

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the cause of these abnormal conditions in all cases. In cities and towns, where most of the sickly specimens exist, there are various adverse conditions with which the trees have to contend. It is, therefore, quite essential in diagnosing diseased conditions that these various factors be taken into consideration before forming definite opinions as to the real cause responsible for their abnormal condition."

In the course of the experiments the resistance of the trunks of trees of several different species were measured and the results arrived at are of considerable interest. The following data which was abstracted from the report of the experiments will give the telephone man an idea as to what may be the resistance of a "tree ground."

"The electrical resistance exhibited by trees is quite large, otherwise considerable more injury might result when live wires carrying strong currents are brought in contact with them. The resistance offered by ten feet of the trunk of a maple and an elm tree, 12 inches and 18 inches in diameter, respectively, is shown in the following table:

	Maple. (Ohms.)	Elm. (Ohms.)
Outer bark.....		192,000
Middle of inner bark (cortex)	29,900	11,300
Cambium (vital layer).....	18,000	10,698
Wood, 1/4 in. in from cambium	138,000	98,700

These figures, which are the result of only one test taken during the month of June, show that trees possess considerable electrical resistance. Such resistances as are shown in the table are capable of cutting down tolerably high currents to an insignificant amount. As might be expected, the cambium, or vital tissue, and the inner bark containing the phloem, show the least resistances. The resistance of the outer bark of the elm tree was reduced quite perceptibly after turning a hose on it for four hours. The bark, however, in the elm is more differentiated than in the maple, and the electrodes in the middle or inner-bark test in the elm were practically in the layer known as the phloem.

These resistances were taken with a Wheatstone bridge. Others have been estimated from the voltage and current passing through the tree. In all cases the electrodes or wires were driven into the tree so as to penetrate the wood. Some of these are:

A maple tree, 18 inches in diameter, gave a resistance of 20,000 ohms for 16 1/2 feet of its trunk. The same tree gave 11,000 ohms for seven feet of the trunk, and 7,000 ohms for one foot.

A pear tree, two feet eight inches high, 1 1/4 inches in diameter at the base, gave a resistance of 290,000 ohms when the current passed from the root extremities to the top of the tree, or practically a distance of three feet.

A sunflower seedling, 17 inches high and three-sixteenths inches in diameter, gave a resistance of 25,000 ohms for one inch of stem and three inches of the root, while a slightly larger plant of the same species gave 7,500 ohms for one inch of stem and one-half inch of moist soil.

JOHN MITCHELL ON THE WALKING DELEGATE.

The daily press has been filled with denunciations of the "Walking Delegates" of organized labor, says John Mitchell's paper, the United Mine Workers' Journal. According to these various chroniclers he "stirs up strikes," is a "malicious meddler," and a "grafter," the "root of all industrial wars." Now, my masters, the walking delegate is to the labor unions what the attorneys, presidents and general managers are to corporations. They perform the business of a craft. The craft has delegated to the walking delegate the same power that the Vanderbilt system has delegated to Chauncey Depew. He is the representative of his union just as George M. Baer is the representative of the stockholders of the Reading Railroad. What Mortimer F. Elliott performs for the Standard Oil Company, John Smith performs for the housesmiths. The office known as walking delegate was created because that when a single workman went to a corporation to secure a redress of some grievance or to ask an advance in wages he was summarily discharged, and in most cases blacklisted. So the union selected a business agent whom the employer could neither discharge nor blacklist. In all cases this walking delegate was selected from among his fellow workmen because of his superior knowledge of his trade, was conservative, and had the ability to express the views of his fellows with moderation and fairness. Possibly some walking delegate

has taken bribes just as Chauncey Depew has given bribes. It is certain that an occasional walking delegate has made foolish statements just as George M. Bear did when he claimed to be the agent of God. It is unfortunately true that a walking delegate has counseled violence just as Mortimer F. Elliott did when, under his advice, the Standard Oil Company planted cannon on the shores of Delaware and forcibly annulled a charter of a rival company bearing the great seal of the State of Pennsylvania. Just as thousands of good corporations are viewed with suspicion because of the acts of the Depews, Baers, and Elliots, so thousands of good labor unions are suffering because of the foolish and ill-advised acts of three or four walking delegates. Moral turpitude is not confined to race or place. The walking delegate of either a corporation or a labor organization is but human, and necessarily makes an occasional mistake. The one strike a walking delegate orders is the immediate cause for adverse criticism, but the 999 he prevents are never mentioned. No Senator, Congressman, legislator, alderman, judge, governor or mayor is criticised, shunned and despised because he accepted a bribe from the walking delegate of a labor organization, but if justice were done thousands of them would grace a penitentiary or adorn a jail because they were debauched by the walking delegates or predatory corporations. A large and more correct view of this walking delegate business would cause the adverse criticism to fall where it belongs, and the representative of labor would not suffer in the clearer light.

TO WHOM IT MAY CONCERN.

Editor Electrical Worker:

The D. Maydole Hammer Company, of Norwich, N. Y., with whom one hundred and fourteen members of the International Brotherhood of Blacksmiths and Helpers have been on strike since May 25, are still unfair to organized labor.

We ask your moral support and co-operation in bringing this enemy of labor to terms.

The factory is being operated by "scabs." The products of this firm bear either the stamp of the D. Maydole Hammer Company, E. L. Brown, or no stamp at all, it being

their policy of late to put out goods bearing no name or stamp whatever.

Don't buy a hammer unless it bears the name of some reliable and fair firm.

Fraternally yours,

HAMMERMAKERS' UNION NO. 232,
International Brotherhood of Blacksmiths
and Helpers.

THIS IS THE TRUTH.

Editor Electrical Worker:

I trust you will pardon my presumption in forcing such an obscure and inexperienced personage as myself upon you. But as our Journal is one of a Brotherhood, by whose members it is generally understood our magazine should be open to every variety of unbiased opinion, and having the interests of unionism at heart, I thought you might find space in its valuable columns for the insertion of these few lines.

The subject with which I shall briefly deal is that of incompetent work turned out by union men. This subject has so often been discussed as to have almost become a nuisance for us to think of again. In one way, however, I believe I differ from the usual idea entertained on this subject, by placing the blame of incompetent work not upon the journeyman who produces the labor, but on those men in whose hands is left the responsibility of putting up good work. How often do we have pointed out to us a plant that is either falling into early decay, or one that is but newly erected yet giving unsatisfactory service? Upon whose shoulders is the blame of this faulty construction usually saddled? Upon the electrical worker, and if he belongs to our Brotherhood, as a natural consequence the reputation of our organization suffers.

Unionism has grown to such an extent of late years that it is now almost impossible to secure employment in any large city without credentials. This is, indeed a happy and long-sought for state of affairs. Shall we, at this stage, allow ourselves to become overconfident and imagining ourselves secure, deteriorate to such an extent as to render the honest endeavor and persistent efforts of so many years useless and in vain? It is to be hoped that we have too many level heads among us to permit of any such occurrence. There is naturally

but one means by which we can have employers retain confidence in us. We demand the highest wages, and in justice to our employers should turn out the very best standard of work. Faulty construction may be attributed to incompetent workmen, and every one must admit that in some cases it is. In how many other instances, however, may it not be traced to lack of system and ignorance of elementary principles on the part of those in charge? A poor foreman may have under him a set of thoroughly efficient artisans, but what opportunity do they have of displaying their knowledge of the correct way of doing work when he persists in having them do things after his own bull-headed and incorrect fashion? There are many, and I must count myself among them, who are opposed to having foremen carry cards, for the simple reason that their influence in locals is unfortunately too great. One naturally imagines that all foremen who belong to the I. B. E. W. possess sufficient knowledge of electrical work to entitle them to their position; and this, as far as I have seen, is the case in men who were members of our union before they became foremen. But there are one or two cases which have come under my notice of men who have been initiated as foremen and who are incapable of doing correct work. These are the men we should get after and protest against. These are the men who bring our organization into disrepute, and we are certainly doing ourselves irreparable injury by taking them in. I, personally, do not think that a proposition for membership from any foreman should be considered for a moment. But should some brother desire to have bosses taken in, at least give them a good, long trial. Find out whether they really are competent or not. Don't initiate him the first week he is in town just because he's going to run the gang. If he turns out to be an ignoramus and the company employing him knows he is a union man, you can not blame them for losing faith in you, and filling your places with men outside the fold. I have no suggestion to offer, though my own opinion on this subject is not hard to decipher, judging from what I have already said. I merely wish to have this letter inserted in the Worker in the hope that the ideas it contains may prove food for thought

among our brothers, and thereby result in benefiting our Brotherhood, which it should be our constant aim to uplift and strengthen.

I am fraternally yours,

O. F. DAVENPORT,

Local No. 81, Scranton, Pa.

KISSES QN INTEREST.

A father, talking to his careless daughter, said: "I want to speak to you of your mother. It may be that you have noticed a careworn look upon her face lately. Of course it has not been brought there by any action of yours, still it is your duty to chase it away. I want you to get up to-morrow morning and get the breakfast, and when your mother comes and begins to express her surprise, go right up to her and kiss her. You can't imagine how it will brighten her dear face. Besides, you owe her a kiss or two. Away back, when you were a little girl, she kissed you when no one else was tempted by your fever-tainted breath and swollen face. You were not as attractive then as you are now. And through those years of childish sunshine and shadow she was always ready to cure, by the magic of a mother's kiss, the little dirty, chubby hands whenever they were injured in those first skirmishes with the rough world. And then the midnight kiss with which she routed so many bad dreams, as she leaned over your restless pillow, have all been on interest these long, long years. Of course, she is not so pretty and kissable as you are, but if you had done your share of work during the last ten years, the contrast would not be so marked. Her face has more wrinkles than yours, far more, and yet if you were sick that face would appear more beautiful than an angel's, as it hovered over you watching every opportunity to minister to your comfort and every one of these wrinkles would seem to be bright wavelets of sunshine chasing each other over the dear face.

"She will leave you one of these days. These burdens, if not lifted from her shoulders, will break her down. Those rough, hard hands that have done so many necessary things for you, will be crossed upon her lifeless breast. Those neglected lips that gave you your first baby kiss will be forever closed, and those, sad, tired-eyes

will have opened in eternity, and then you will appreciate your mother; but it will be too late."—Exchange.

HOW TO KEEP HUBBY ON THE WATER WAGON.

"I see a woman out west cured her husband of the booze habit by locking him up a room for a year, and when he came out he didn't have any more thirst than a camel," said the Cigar-Store Man.

"It was one of the most horrible stories I ever read," observed the Man Higher Up. "Any man who has ever come out of a medal-wearing bat to the accompaniment of his own thoughts can pass the sorrowful hand of sympathy to that poor prisoner guy. Think of him all alone in his little room longing for a powder until his tongue felt a resined boxing glove, and knowing that he couldn't get it! The wonder is to me that he didn't come out with his wisdom sprained as well as shy a thirst.

"After all, I guess it was probably the only way he could get on the water wagon. He had fallen off many a time and got run over by the wheels, and this time he had to be tied on, because he couldn't ride past a saloon. If he ever gets to the rum again after that year there will be something doing in in the souse line.

"It's funny the various ways men prepare themselves for a water-wagon session. Most of them go into training for a nice, rosy bun that they lead around until it gets too heavy and falls on them. When they come out of the brannigan they have to go on another to keep from shaking to pieces, and so it is a continuous performance while the water wagon waits and waits.

"The real, consistent rummies on the water irrigation thing are the strenuous periodicals. They are the boys who train along, stalling off the seductive highball or the joyous bubble water for weeks and months, and then they fall so hard that you'd think it was an imitation of the collapse of the Brooklyn Bridge. When they come out far enough to be able to look at the fingers on their right hand, and think they are gazing on a bunch of bananas they find they are star boarders in a sanitarium.

"One of these stews is enough, and back on the wagon they climb. Pretty soon they

get stuck on themselves. You have probably seen a kid riding on the hind end of an automobile and putting his thumb to his nose, with his fingers outstretched at his companions as he passes them by. These periodicals who get sober by the sanitarium route are the same way. They can't see a man who takes two or three drinks and goes home in a street car instead of a patrol wagon without trying on a coarse kid.

"There are others who go on the wagon involuntary, but they are not numerous. I have met a few. I mean the victims of the habit whose loved ones try to cure them by putting dope in their coffee. I know a young guy who got quite a little organized on the occasion of his first wedding anniversary. He wasn't in love with booze enough to go up to it and put his arms around its neck or anything like that, but a couple of balls now and then seemed to do him good. Well, his wife saw his finish and sent and got something to put in his coffee."

"Did she cure him?" asked the Cigar Store Man.

"Yes," answered the Man Higher Up; "it cured him of the coffee habit."

BE HAPPY.

Be happy to-day. No matter about yesterday nor to-morrow; be happy to-day.

Are you poor? Unhappiness will not make you rich.

Are you ignorant? Unhappiness will not make you wise.

Are you sick? Repining will not give you health.

Did you do wrong yesterday? Regretting will not correct the act nor atone for it.

Yesterday's errors cannot be undone.

Do to-day the very best you can.

Neither crying over yesterday nor making faces at to-morrow will enable us to do better than our best.

We can do better only by knowing better.

We cannot learn to know better simply by repining or anticipating.

We learn to know better by thinking.

Be happy to-day, this is heaven.

Be miserable to-day, this is hell.

I can possess to-day only what I have brought into it, or what I dig out of it.

Yesterday's misfortunes are but debris in the lap of to-day.

To-morrow's tasks can be but burdens on the back of to-day.

Extract the lesson out of yesterday, borrow sunshine from to-morrow, but do to-day's work to-day.

JOHN B. LENNON ON THE ALLIANCE.

The present time is full of important and striking lessons to the trade unionists of this continent. If they will only keep their eyes and ears open there are many things taking place in the industrial world that are well worthy of their careful attention and consideration. What has struck me as being something out of the usual order of past experiences is the attitude toward organized labor of at least a portion of the manufacturers and employers of the country.

In the wake of Mr. Parry they are organizing in what is called sometimes branches of the manufacturers' association, and in other instances the organization is called a business men's alliance. Whether these people are honest and in earnest in their efforts or not is something of which no one but themselves can be absolutely certain. The position, however, that they have taken being that of positive and unqualified antagonism to the trade unions is open to criticism of trade unionists as well as everyone else.

They claim, and in so far as their organization is effective, they stand for the claim, that employers shall not make any contracts with organized labor. In other words, they assert their own right to organize, but deny the same right to the wage-workers.

A position of this kind would have been in a measure consistent during the feudal ages. These people, however, seem to have forgotten that the free-school system has been in existence for nearly a century; that steam and electricity have revolutionized the means of communicating intelligence, and that the day is past when serfs can be made of the wage-workers of any of the civilized countries of the world, and such a result is much less likely in the United States and Canada than anywhere else.

They claim through their organization, as voiced by Mr. Parry, that the trade unionists are not to be relied upon; that even if they enter upon contracts they continually repu-

diates them. Mr. Parry or his followers, when they make this statement, display either the grossest possible ignorance or else a malignant and vindictive determination to ignore the facts.

I have been the chief executive officer of our international union (Journeyman Tailors) for seventeen years. In all that time there have not been twenty cases where the local unions of our craft have violated their contracts with employers; but, on the other hand, scarcely a week has passed in all those years that some merchant tailor in some city of the country has not deliberately broken his contract with our union.

For several years we have not had a single instance of the violation of a contract by one of our unions, but at this writing we have our members locked out in Kansas City, Mo., and Binghamton, N. Y., through the influence of an organization akin to that headed by Mr. Parry.

In both of these cities the merchant tailors who locked our members out were under signed agreements with our unions, some of the agreements not expiring until next year, and others not expiring before September and October of this year. No demands of any kind were made by our organizations, but on the first day of July, without notice or any effort to meet a committee, our members were thrown upon the streets, and the merchant tailors who entered the combinations in these cities ignored their contracts deliberately.

This, however, did not put our organization out of existence in these cities, and is not going to do so.

We propose to maintain an organization as an honorable business organization, and if business is done in these two cities in the line of merchant tailoring, it will be done by members of the Journeyman Tailors' Union of America, and under an agreement between our local unions and the merchant tailors of those cities.

This effort on the part of a portion of the manufacturers and employers of the country to deliberately misrepresent and antagonize the trade union movement should be met by the trade unionists of our country in a manly and straightforward manner, and the history of the trade union movement as it really is should be shown to the public at large.

It is true that trade unionists have occasionally broken some contracts, but it is more true that the broken contracts by the trade unionists are infinitesimal in number when compared with those that have been broken by the employers.

The trade union stands for fair dealing and for honesty and stability and peace in the industrial world. We have no objection to the employers organizing, but we do not propose to be driven out of the field of organization because some employers object to the wage-workers also organizing.

The trade unionists have accomplished too much to be snuffed out of existence by the blatherskites of the Parry stripe.

WHO ARE LEADING CITIZENS?

After all it is not the "important interests," or the leading citizens, the "better classes" in general, that give life to a community. It is the man that works with his hands who does that. Let him stop working and then it is seen, with surprise and consternation, how utterly dependent everybody else is.

This truth, so commonly lost sight of, has been recently given vivid illustration in Texas. Thurber, is a mining town in that State. It possessed a population of about 5,000. The miners had a difference with their employers about the wages and hours and went on strike. They did more than that. The workmen left Thurber in a body, some moving to other mining towns and some departing from the State altogether.

The leading citizens awoke to the humiliating truth that without population there was no leading for them to do in Thurber. The merchants had no customers, the lawyer no clients, the doctor no patients, the banker no business, the landlord no tenants, the preacher no congregation, the newspapers no readers, the politician no followers.

"Really," remarked an ex-leading citizen of more philosophic mind than the rest, "it does seem as if we are nothing but parasites."

There was no use in appealing to the police or calling out the military, for there were no strikers to coerce, and the workers of the region contiguous to Thurber are so well unionized that "scab" labor was not to be had.

But one thing remained to do if the town was to stay on the map, and the mining companies did it. They surrendered and the scattered miners are being brought back, they and their families having free transportation furnished them.

So Thurber resumes existence and business, with union labor triumphant. Money will flow again in its old channels and the leading citizen, no doubt, will rapidly recover his customary and comfortable conviction that he is the wheel and labor the fly.—New York American.

A PROSPEROUS UNION.

The report of Financier Metcalf of the Iron Molders' Union of North America, shows that organization to be in a most prosperous condition. At the end of last June the membership had grown to 76,416, an increase of 12,000 inside of six months. In round figures \$93,235 was paid for sick benefits during the same period. The Iron Molders' Union is one of the oldest trade unions on the continent, but it is full of life and vitality. Its growth has been sure and steady, and the power of the organization has been potent in preventing many strikes that otherwise would have occurred. It is stated that the increase so far for the first half of the last six months of the present year will show a greater gain than the figures above quoted. It is reasonable to expect that in the very near future the Iron Molders' Union will be one of the organizations that will have 100,000 men marching under its banners.

THE LABOR MOVEMENT ; ITS REAL MEANING.

The labor movement in its broadest sense is the effort of men to live the lives of men. It is a systematic, organized struggle of the masses to obtain primarily more leisure and larger economic resources ; but that is not by any means all, because the end and purpose of all is a richer existence for the toilers, and that with respect to mind, soul and body. Half conscious though it be, the labor movement is a power pushing toward the attainment of the purpose of humanity; in other words, the end of the growth of mankind—namely, the full and harmonious

development in each individual of all human faculties of working, perceiving, knowing, loving; in fact, the development of whatever capabilities of good that there may be in man.—Professor R. T. Ely.

TRADES UNIONS OF THE FUTURE.

The situation which confronts the trades unions to-day is the most serious which we have faced since organization began. The manufacturers and employers are organizing for the purpose of disrupting our ranks, and, notwithstanding their statements to the contrary, they have pledged themselves to do away with union goods and union employees. They have organized for war and not for peace. We must meet these conditions fairly and squarely, and so conduct our affairs as to retain the sympathy of the public at all times. We must admit that mistakes have been made in the past, but they must be reduced to a minimum in the future. Organized labor has rights that must be respected, and at the same time the employers of labor have rights which we must respect. We do not believe the unions should surrender any of their principles, but to be successful they must consider all matters which concern their relations to the employers in a spirit of fairness and justice. The day of radicalism is past, and we believe the thinking men of the trades union movement are glad of it. We believe arbitration and the union label will work out the salvation of the working masses, and the sooner our members become educated to this method of settling disputes the better it will be for all concerned. The attitude of one organization in Chicago some time since had more to do with the organization of the employers than any other one thing in the past twenty years. The case referred to was an organization which was out on a strike, and while demanding the recognition of their union, notified the employers that they must come to the union as individuals and not as the representatives of the employers' association. This, to our mind, was a most unreasonable stand for a trade union. We must concede to others the rights we claim for ourselves. And further, it is much more satisfactory to do business with an organization than with individuals.

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What difference does it make to the employer what the wage scale is, provided he is on equal footing with his competitor? The fair-minded employer will tell you that he would rather compete with a "closed shop" than with an "open" one, because he knows that his competitor is on the same basis as himself, and he knows the wages each must pay. Then, again, the high wage scale makes more money for the employer than the low scale. Take, for instance, the carpenter who is receiving \$3.00 per day. The contractor figures that the labor on a job will cost him \$60, or twenty days work for one man. He adds his forty per cent to the cost of the labor and finds his profit on the twenty days' work to amount to \$24. Should the man receive \$4 per day for the twenty days' work the employers' share is \$32. This will hold good until a scale of wages reaches the point which precludes the possibility of building advantageously to the investor. This point has not yet been reached and may not for some years to come. But in the making of a new scale of wages the matter should be weighed carefully. The writer has in mind a case which happened in a city located in the "gas belt" of Indiana. A certain craft had presented a scale which amounted in the aggregate to an advance of 46 per cent. The international representative being called into the controversy looked the ground over carefully and suggested to the local union that conditions existing at that time would not permit of such a very decided increase in the principal expense account of the business. The argument made by a very radical member was that the town was so very strongly unionized that the proprietors would be compelled to yield to the demand. This policy must be buried, and buried for all time. Conditions which exist in certain localities must be improved before the wage-earner can secure what rightfully belongs to him. We believe these conditions can be better handled by an organization of the employers, which is gotten together for the purpose of strengthening prices, and not for the purpose of warring against the employees. Trades unions must be conservative and work for the upbuilding of industrial institutions, and they will have very little difficulty in securing that to which

their labor entitles them. Let all the trades unions get together under the banner of the trades assembly, study the conditions existing in this vicinity, labor to build up our industries, as well as our wages, and it will not be long before our city will be among the most prosperous of the country. Argue the man down who says that "might is right;" insist upon disputes being settled by arbitration, and invariably insist upon buying union-label goods, and you will soon find that your trades unions will be in the ascendancy. This is the policy of the Industrial Peorian, and it shall be our mission to endeavor to elevate the toiler and our industries, and to teach unions to be conservative in all their actions.—Industrial Peorian.

SUPPLY AND DEMAND.

During the period of industrial depression which terminated a few years ago whenever workmen complained both of lack of employment and the employers taking advantage of their opportunities to force wages down, the employers and their apologists, the so-called political economists, drew themselves up to haughty heights and solemnly proclaimed that there was "a natural, immutable law of supply and demand which regulated these things, from the operations of which there is no deviation."

Since the revival in industry when workmen have endeavored to secure improvements in conditions, the self-same employers and their political economists have abandoned—temporarily, at least—their hobby of "supply and demand," and now charge workmen with being unreasonable in their demands.

Surely, if the law of "supply and demand" is a "natural, immutable law," and employers have the right to take advantage of its operations when industry is at a low ebb, there can be no justification for complaint when the pendulum has swung in the other direction and labor seeks the full advantages which the situation affords.

As a matter of fact, employers have used the phrase when opportunity favored them, and abandoned or laid it aside in order to justify their charge of unreasonableness now.—American Federationist.

"HOME-CUT HAIR."

You never see 'em nowadays—
The boys with home-cut hair—
But thirty years ago or more
We saw 'em ev'rywhere.
In those days country barber shops
Wus few an' for the men;
To have the barber cut boys' hair
Wus hardly thought of then.

You recollect how father ust
To set you on a stool;
An apron hangin' frum yer neck,
Ma's scissors for the tool.
You 'member how upon yer head
He placed the sugar bowl,
While 'round its edges snip by snip
The scissors deftly stole?

An' in yer mind now don't you see
The older children, too,
A-hidin' halfway 'hind the door
An' pokin' fun at you?
An' 'member when the job wus done
That you wus always told
To duck your head beneath the pump
To keep frum catchin' cold?

There wa'nt no scented lotions then
To put upoff yer hair;
No tonics, rubs an' dandruff cures
To bring you lines of care.
Dad simply trimmed the edges off
To spruce you up a bit,
An' when he said, "Hop off the stool,"
You knew that ended it.

In thirty years, it seems to me,
This world has changed a heap.
To-day should fathers cut sons' hair
They'd be set down as "cheap."
But still, if dad wus with us now,
A stool I'd gladly take,
An' let him use the bowl an' all,
Jes' onct fer old times' sake.

—Exchange.

"REMEMBER," said the good preacher to the complaining workingman, "that the good Lord never sent any little mouths to this world that he didn't send the food to feed them with." "Right you are," said the worker, "but somehow he sends the little mouths to my house and the food to yours."

Letters From Our Local Correspondents.

Local Union No. 4.

NEW ORLEANS, LA., October 27, 1903.

Editor Electrical Worker :

Since my last attempt there has been quite a little "something doing" in our world.

We have had our Labor Day, with all its imposing pageants and display in honor of the "men who toil," showing to the political parasites and the idle wealthy drones what a power in the land is organized labor, and what great possibilities are within the grasp and at the will of these mighty masses, and in regard to a Labor Day parade, I feel particularly proud of the fact that New Orleans is never in the rear rank when it comes to a "show down" involving the integrity and manhood of her sons in any particular, and especially so in the vital question of the hour—that of union labor. To say that we made a brave showing and "astonished the natives" this year is to put it mild; and as these are only our maiden efforts, it can readily be seen what it must become when older and stronger.

As delegate to the convention held in Salt Lake City, from September 14th to the 24th, I venture to assert that it was the grandest ever held in the history of this organization.

As regards the City of Salt Lake proper, and the hospitality of its citizens, in the face of the very excellent description of everything pertaining to it in the editorial of last month's Worker, it would be superfluous on my part to attempt to recapitulate on it; at the same time, I can not refrain from expressing my personal admiration for the business ability, and altogether up-to-date methods adopted by the brothers of Salt Lake City in their arrangements for the comfort and pleasure of the visiting brothers, to say nothing of the way we were entertained by their charming wives. The grand musicale and soiree tendered to us by these ladies was indeed unique, and, aside from the charming grace and sweetness of disposition of these daughters of Utah, their chief intelligence and tact was shown by the manner in which they served

the "substantials," evidencing in no unmistakable way the wifely axiom that "the best way to a man's feeling is through his stomach." God bless and give long and happy lives to the wives of our Salt Lake brethren, and may their gallant husbands, our good brothers of Salt Lake, live long and prosper.

No small praise should be given to the Mormons of Salt Lake City, who were also very attentive to us, issuing to us on several occasions kind invitations to attend their very beautiful organ recitals which were grand.

As to the convention, I can say without hesitation, that the work accomplished by the different working committees was simply stupendous, mainly caused by the revising of many old forms of law and procedure which were sufficient for the early days of the I. B. E. W., but totally inadequate in every way to suit the present needs of this great and still growing organization.

A grand constitution has been built up at this convention, which I feel certain will last for a long time to come, if not for all time, as it practically embraces all branches of the business and provides for all emergencies, and, thus fortified, it is now within every possibility to make this organization the grandest and most powerful on this continent.

Down in Dixie, here, we are going along much in the same old gait, and with the exception of Local No. 130, being still at outs with the Interstate Construction Company, involving a complete tie up of electrical construction work on the largest new building in this city, everything else is in statu quo. At present the Postal Telegraph Company is doing quite a little work in and around the city. There is no scarcity of men here; although, at that, I don't know that there are many idle brothers laying around.

Brothers Jem Dorsey, "Sheeny" Sherman and Pat Linem floated into town the other day from Beaumont, Texas, and I understand, are at present, all working for the

Postal Company. Taking it altogether, we are doing fairly well in this old sunny spot, (which, by the way, looks awful good to me after that "freeze out" I had up there in the mountains), and (although we have some little drawbacks, which we know are incidental to all locals), on the whole we have in Local No. 4 some of the sturdiest stuff that this union can boast of, men who are ready and willing at all times to stand up in the cause of right, in defense of their union principles, and for the glory and advancement of our own I. B. E. W.

In conclusion, I might state the terms of the new constitution were submitted at our last meeting, and accepted unanimously as a whole. Also, that we voted in favor of Louisville, Ky., for next convention city, notwithstanding the glowing eulogies given to us of El Paso, as we consider the State of Kentucky to be in a much greater need of encouragement than El Paso, and I sincerely hope that Louisville will get it for that reason alone.

With many regards, dear editor and brother, with hearty congratulations for re-election, I remain

Yours fraternally,

TOM LLOYD,
Press Secretary.

Local Union No. 22.

OMAHA, NEBR., October 24, 1903.

Editor Electrical Worker:

Omaha, No. 22, is still on earth, notwithstanding reports which have been circulated to the contrary.

At our last meeting we voted unanimously for the adoption of the new constitution, and hope that every other local in the Brotherhood did the same.

All the boys are working and things look brighter than they have for some time.

No. 22 is having her share of bad luck, as another one of the boys got mixed up with the "hot stuff." Brother Theleen, while working in the electric light station, became grounded on the 5,000-volt wire. He was up on the roof and when the station attendant turned off the current he fell about 30 feet and landed on one of the large generators, which fortunately was not running at the time. The fall did not hurt him very much, but he has a very bad burn on his

right foot and a few small burns on each hand. There is no blame laid to the brother on account of the accident, as he is known to be a careful, competent workman. But accidents will happen in spite of the best of them. At last reports the brother was doing nicely, but will be unable to use his foot for at least six months.

Brother M. J. Curran is back from St. Louis, as he has finished his contract there. Brother T. J. Lloyd has taken a traveling card and started out to see what he could find at St. Louis.

Yours fraternally,

J. C.,
Press Secretary.

Local Union No. 45.

BUFFALO, N. Y. October 28, 1903.

Editor Electrical Worker:

On September third last our esteemed brother, John Leonard, while in the discharge of his duties as a lineman, employed by the General Electric Company of Buffalo, became crossed with two live wires, one carrying 2,200 volts alternating current, the other carrying 500 direct current, on top of a 70-foot pole, and when taken down it would have been hard to determine whether he was dead or alive, but upon being removed to the Emergency Hospital on a hurry call was soon revived and regained consciousness, where he laid for long weeks, hovering between life and death, until at last, under the good care and kind treatment he received from the hospital staff, he rallied for the better and began to recover, when it was found necessary to graft considerable skin on his many burns. Then a call was made on the local for men who would volunteer to make the sacrifice. The call was not in vain, as a goodly number of the brothers volunteered, and were skinned. The grafting required one hundred and twenty inches of skin, and twenty-two men furnished the skin. It was certainly a sight to make stout hearts grow faint. It was also a sight that caused many hearts to swell with pride at being a brother workman and associate of the noble men who made the sacrifice, and too much can not be said in praise of their heroic conduct.

The remarkable fortitude and composure which Brother Leonard maintained during

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the painful operation gained him the sympathetic admiration of every man present, and, considering the weakness and emaciated condition he was in after so many weeks of cruel suffering, proves that he must have been possessed of a wonderful constitution. He had one burn on his stomach larger than could be covered with both hands, and other burns on both legs and his left arm as large as a man's hand.

The following is a complete list of brothers and fellow workmen who made the sacrifice: Thomas Quailey, Abe Betty, Geo. Fleming, Peter Hamilton, John McCadden, Frank Devlin, James Conley, John Marion, Adam Gunn, W. J. Bachman, W. J. Ransford, James Rimmer, Daniel Moynihan, Chas. Holslag, Wm. Janowsky, Eli Gallant, Thomas Brown, Wm. Dunbar, Steve McNamara, John Quinlan, Con Rosenkrang, James Mangs.

We have three other brothers on the sick list. They are Clarence Klicker, Chas. Kuhl and Wm. Hanson. All are doing nicely, and expect to be around again in a few days.

We are going to have a grand ball on November 9, and from all indications it is going to be a great success.

Will Brother James Cummings (better known as Farmer Brown) communicate with Local No. 45 in regard to some money he sent to No. 45 some time ago?

If Brother E. J. Fleming, of Local No. 10, will communicate with his brother, George Fleming of Local No. 45, he will hear of something to his advantage.

Yours fraternally,

C. W. BROWN,
Press Secretary.

Local Union No. 47.

SIoux CITY, IOWA, Oct. 8, 1903.

Editor Electrical Worker:

Last night the bunch put me through as press secretary, and promised to burn me at the stake, and then hit me with a hand axe if I did not throw a little ink for 47. As there are a few floaters in here, I think that in a little while 47 will be able to make a better showing. I have been here a month, and the fixers are coming and going. There is room for improvement here in our line.

A brother said to me, "You fellows

straighten out 47 and then we will come back." And through just such brothers No. 47 has had lots and lots of cold water thrown on it.

In regard to work, the Bell can use a few more linemen.

On September 15 a new company was granted a franchise to build a telephone exchange, though there is little prospect of anything being done this fall or winter. Should I stay here, and I think I shall, I will let all brothers know when the big show opens.

Ralph Stevenson bumped in here with his gang, and is taking a pair of coppers through to Denison. With him are Brothers Brennan, McCarthy, McElphery, Slim Moore, Hass and McLaughlin, and they are all up to date.

Brother McGuigan is working here in the city. Brother Jess. where are you?

Brother Joslin blowed in here to-night and goes to work in the morning for the Bell.

Hello, 273, you are a dead one.

Hello, all the boys of 224, a letter will find me here at the Hotel Davenport.

All fixers headed this way, if you are up to date, you will find a pretty good bunch at the Davenport.

Wishing all brothers success, I remain
Yours fraternally,

A. N. IRELAND,
Press Secretary.

Local Union No. 54.

COLUMBUS, OHIO, Oct. 25, 1903.

Editor Electrical Worker:

No. 54 is still in existence. The only trouble is the press secretary is forgetful in regard to attending to his duty. I will try and do better in the future.

Work in Columbus is at a stand still. The two light companies are doing some work, with very few carrying cards. The prospects are that Columbus will be on the boom by next spring.

Brother Ed. Day, our worthy vice-president, seems to be very busy looking up trouble in the cable. Brother Ed. is one of the best union men in the country, and one of the best attendants at the meetings. We have a good many members who are very bad attendants at meetings. Now, brothers,

wake up and attend meetings more regular, for you do not realize how bad it looks to see brothers on the street corners close to the hall and do not think of going up stairs. I think the only way to boost the local is to attend the meetings. It looks very fine to see a lot of fixers assembled at the meeting hall. So come to the meetings, brothers.

We had a good many of the boys drop from the rolls, but they are gradually coming back. I think by the first of the new year they will all be back.

We have lots of letters from locals with raffle tickets. We want the brothers who are sending those tickets to understand that No. 54 will not honor any more of said letters or raffle tickets unless certified to by the proper authorities, as there is no reason why you should not consult your superior officers in matters of this kind.

This is all I can think of at present, so I will ring off. Wishing all brothers success, I remain

Faternally yours,

D. C. H.,
Press Secretary.

Local Union No. 59.

ST. LOUIS, MO., October 26, 1903.

Editor Electrical Worker:

The telephone work in St. Louis is becoming brisk, and there is work here for many more telephone brothers, and I assure them of a hearty welcome.

The following record, though somewhat late in publication, should be known to every electrical worker. Committee report on trial of ex-Brother Henry Moore and Victor Moss for violating Section 9, Article XVII, and Section 3, Article XVIII, of our constitution:

Henry Moore pleaded guilty, and offered as an excuse financial troubles, although at the time he was being sought for by the superintendent of equipment of the Bell Telephone Company, of Missouri, who had work for him.

Victor Moss pleaded guilty by non-appearance at the trial.

A fine of \$25 was placed against these names, and said men suspended until the fine was paid. This was on August 24, 1893, and up to the present date neither of the men have put in an appearance at the head-

quarters, or in any way intimated their intention to pay said fine. They are still working for the Kinloch Telephone Company of St. Louis. If these men should make application to join any other local will the brothers please ascertain from us if their names are cleared on our books.

Faternally yours,

L. O. BARTHOLOMEW,
Corresponding Secretary.

Local Union No. 82.

HENDERSON, KY., Oct. 27, 1903.

Editor Electrical Worker:

This is to let you and the boys know that we, No. 82, are still in the ring and doing well. We are only few in number, but are here with the goods. We initiated three new members at the last meeting and hope to get more in the near future; the more the happier, you know. If we could only add two or three each meeting, and all others could do the same, we would soon be some pumpkins. From the report of the convention we have a few in our ranks now. Let us wake up and add a few thousand more before the next convention.

The boys of 82 are highly pleased with the work done at Salt Lake. The convention, to our judgment, was handled to the queen's taste and with a business tact. Let us have a few more such conventions and we will know how we stand.

No. 82 voted for Louisville for the next convention grounds. It's the best place, boys; all of you vote that way.

Little work is being done around Henderson now. Nothing new at all. The Home Company is doing nothing; the Bell has a small force keeping up line orders and doing light construction.

Nothing in the stream for a floater, but you are welcome if you are passing this way.

Brother Charles Berry is wintering at home, after being away quite a while with the American people. He and Brother Reed Taylor are fighting the bark of the pecan trees at present; good money in it, too. They report "one" bushel gathered last week.

Congratulations to Grand President F. J. McNulty. Also to all other grand officers; you have our best wishes.

Faternally yours,

H. JONES,
Press Secretary.

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Local Union No. 94.

KEWANEE, ILL., October 29, 1903.

Editor Electrical Worker:

As there has been nothing in the Worker from here for some time, I will try and let all know that we are not dead, neither are we sleeping. We have a membership of about forty-three, and still taking in more, as we have had quite a number of floaters here. We have gained about sixteen new members by card, among whom is one from Shreveport, La.

There is quite a lot of work in this place, but fortunately no trouble, as card men only are in demand, so those coming this way looking for work need not bother to call without proper credentials.

The Independent Telephone Company is installing an exchange here, which is nearly done. The C. U. people are rebuilding its exchange, and the Electric Light and Power Company has installed an alternating arc system of 2,200, which is about completed. So you see, altogether, it has called for quite a few men.

There is also being installed an electric light plant at Galvia, about eight miles west of here. They employ union men only.

Now, I must say something about our Labor Day affair. We were not behind the times, far from it, and every one had a finger in the pie, so to speak. We were all busy as hens with chickens. Hardly managed to get away for a few minutes' stroll with our best girls, even; so you see we were pretty busy. We had tip-top speaking, music, and everything that goes to make such an affair a success, even though it was what you would call "a hurry-up program." We intended to go to Streator, Ill., but as we could not get rates we decided to celebrate at home, so all went into it teeth and toenail. There was some tall hustling done for once. Some of the poor married fellows were threatened with divorce proceedings, etc., but we stuck to the cause, and talked the frowns and troubles away when our work for the union was over. We did fine anyway—took in about \$80—and if we had not put such a heavy weight on our merry-go-round we would have been much better off, but Brother Hankins says it was because he had so many tickets in his pockets. Be that as it may, it broke down any way, and

spoiled that part of the fun for the day. All had a good time, and the crowd was fine, considering the fact that there were several picnics around the neighborhood besides ours, which was held in Crystal Lake.

Now, I noticed in the Ottumwa Courier a lot of doings the boys did there. If they did what they got so much credit for doing let them do their duty and tell us about it, for we are anxious to hear from No. 173 anyway. They had better get after their press secretary like No. 94 did your humble servant, and when they fine you once you will see that there is something to write about, if you have to imagine it. We don't have to imagine things here, for No. 94 is all O. K., each of us ready for three meals a day.

No accidents to record, only that Brother Johnson let his wheel get the best of him—ran against a circumstance, and fell in such a way as to break his hip, which kept him in St. Francis Hospital for some weeks. He is now about able to resume his duties as usual.

Well, as this is my first effort as press secretary, I will pull the switch, with best wishes to all sister locals.

Yours fraternally,

C. L. D.,
Press Secretary.

Local Union No. 96.

WORCESTER, MASS., Oct. 29, 1903.

Editor Electrical Worker:

Work in Worcester among the inside contractors is very good at present, but not much is expected in the next few months. The Page Electric Company had an "ad" in last week for a few good men, but got them, I understand. Two or three came from Boston, but as none of them showed up at the meeting Monday night, I think there were no card men among them.

We took up the amendments to the constitution on the 19th and every one present voted in favor of their adoption. We can yet find some things we do not just like, but believe it is by far the best yet. Also glad of G. S. Sherman's re-election, and also glad that we are likely to soon have a man in the field organizing. There is a good field in this district and it has not been worked much.

We hope to see delegates from every local in New England present at the next meeting

of the New England District Council, Sunday, December 13, held in Worcester, at 419 Main street, 10 a. m., so we can find out just what section needs organizing first and arrange to give Grand Vice-President Malory all the help possible.

We are still making a few members every month.

Yours fraternally,

PRESS SECRETARY LOCAL 96.

Local Union No. 99.

PROVIDENCE, R. I., Oct. 29, 1903.

Editor Electrical Worker:

No. 99 is now more than holding her own, and is adding new lights almost every meeting night.

Work is quite plenty in Providence just at present, and all the boys are working.

We had a dramatic entertainment and hop on the evening of the 23rd, which was a success, both socially and financially, and on the 9th of next month we give a smoker in our meeting rooms and will entertain outside friends.

We believe that there is beginning to be more interest manifested in our meetings, and we hope to have fewer vacant chairs in the hall on meetings nights in the near future. The absentees are beginning to appear.

We introduced a question box a few weeks ago, and already it has brought about some interesting discussions, and we notice that 258 has also adopted the idea, and we would like to hear how it operates with them.

I want to congratulate you Mr. Editor, and the Brotherhood in general, on the improvement in the Worker, both in appearance and as a representative journal of our craft. It will, I think, compare favorably with any in the field, and must be a power for the good of the cause. There are two or three articles in the October issue which should be read by every man in the union. They are in great demand by our boys.

We wish each and every local union success. We keep the latch-string out for all brothers who have the proper passport that come our way.

Yours fraternally,

L. J. C.,
Press Secretary.

Local Union No. 104.

BOSTON, MASS., Oct. 21, 1903.

Editor Electrical Worker:

We had our smoke talk on Tuesday evening, September 29, and we certainly had a rattling good time. Songs, speeches, refreshments, amateur boxing bouts, and a general good time, and the attendance was more than we expected.

Hereafter we will be busy, as there is some talk of opening our charter, and then we want every man to "boost" things and work as he never did before to "ring them all."

I have noticed in the Worker that other locals are hampered exactly as we are, by non-attendance, and I think it is time that our delinquent members showed up and "got busy."

Our president and all our officers are earnest, hard-working men, and it does not seem exactly fair to me to hear our president say, "I will appoint the recording secretary or financial secretary to act on such and such a committee," when there are plenty of others who, by straining a point, could do as well. Get together, boys, and help to make their duties a trifle lighter and attend meetings better. Take an interest in what is being said and done, and if you see our worthy president hesitate and look from one to the other of his tried and true co-workers, get on your "pins" and volunteer to aid on the committee in question and relieve them a little. I am vice-leader in a fraternal society, hold an office in a Spanish war veteran's association, and hold this office also, yet I am willing at any time to "get busy" for old No. 104, and no trouble or no work will be too hard for me.

April was my first month as a union man, but, thank God, I can see now what I never did before, and I shall always remain a union man, whether I remain an electrical worker or anything else.

I am young at the labor movement, but intend to devote a good amount of spare time reading and talking to older heads until I can grasp each and every part of it.

At our last meeting we had with us "Old Crip," from Denton, Texas, and we listened to some pretty pithy remarks from him, which, I have no doubt, helped more than any one member present. He has been on the

road about eight weeks, and is selling his latest book, entitled "More Ravings from Old Crip; or, Spasm No. 4," and the price is within reach of every one.

We took one hundred of them, and almost every member present took one.

Your money could not possibly go toward a better cause, boys, so let every man dig, and as our recording secretary truthfully said, let every single man come up and don't look for the change.

Now, in parting, let me say that every member who receives this Electrical Worker ought to turn out and help the rest of us out, as every man can do his "bit" if he wants.

Yours fraternally,

GEO. E. OWENS,
Press Secretary.

Local Union No. 115.

AUSTIN, TEX., October 28, 1903.

Editor Electrical Worker:

I have nothing of interest to write at this time, but as the letters from press secretaries are necessary to the general make up of our interesting journal, I think it my duty to get up the best excuse possible for an interesting letter, and hence I write.

I congratulate you, Brother Sherman, and the I. B. E. W. in general, on your re-election, sincerely believing that the Brotherhood could not be better served under any circumstances.

Everything in labor circles is slow around Austin at this time, and the short cotton crop, due to the boll weevil, seems to be the mean cause of it.

Our sister city of San Antonio has been in the throes of a street car strike for some time, but owing to a quarantine of this city against San Antonio on account of a few cases of supposed yellow fever, their communication between us is interrupted to that extent that I can not speak with any certainty as to the results so far obtained by the strikers.

The strike breakers (or a part of them, at least) were quartered in Austin for some days before the strike, having been shipped down from St. Louis, it is claimed, to be in readiness to take the places of the strikers when the call was made.

A number of our best union men called on

them at different times and tried to dissuade them from their course, but without result. From information gleaned from the strike breakers, while here, it seems that they are regularly organized, with solemn obligations to respond to the call of their leaders at all times. That they draw regularly pay from sources backed by capital, and that, outside of the few serious knocks they get now and then in labor riots, they have what they term "a good time" as a general thing and ride on free passes.

In my opinion this is a very serious problem for our labor leaders to consider, and an effort to make strike breakers so undesirable an avocation that few people with self-respect would subscribe thereto is the question most important just now.

Many of these strike breakers, I feel sure, are not aware fully of the ultimate injury to their fellowman and to themselves in the end that this curse brings about, and it should be the aim of all labor leaders that they be made to know it in every way possible.

All unions should unite in obtaining the names and as full a description as possible of all confirmed strike breakers, and publish so thoroughly that go where they would all would know and avoid them as they would a contagious disease.

It must be known to them that they are nothing more nor less than tools in the hands of corporations to act against their own fellow-workman, and few, if any, can have much respect for their calling.

No course not backed up by popular sentiment of any locality can possibly win in the end, and all rabid radical measures should be avoided by unionism.

Law in its majesty is supreme, and should be respected by all, whether employer or employee, and the one who violates it has in every instance lost his greatest ally—popular opinion. If this be the true theory to pursue, then it behooves us to make haste very slowly about striking at all times, and when we do, be reasonably certain that popular opinion is on our side, as well as conditions in general.

Then, when we see that the strike must come, so declare it, and then act in a manner so that all will respect your demands, but use no violence.

There is some reason to believe that there is or will likely be more or less friction in street car circles in Austin soon, owing more or less to the street car strikes in San Antonio and Waco, and the ultimate outcome; but as I happen to be a member of the arbitration and legislative committee from the Austin Trades Council, who will be called to deal with all matters of that kind, I feel hopeful that a strike may be averted by pacific methods, which I think can confidently be relied on, as I personally know all parties well that are interested and know them to be people who are open to common reason.

As I said in the beginning, I had nothing of special importance, and have been obliged to fill up with just such things as came in my mind, so let it go at that.

Yours fraternally,

MACK,
Press Secretary.

Local Union No. 120.

LONDON, ONT., October, 29, 1903.

Editor Electrical Worker:

Here we are again, but with trouble on our brow. We have death in our midst, in Arthur Gray, who met his death very suddenly. The boys all turned out, and for the first time in my time with the local the badges were turned with the black edge.

We are losing some of our members each month—going away—principally to St. Louis, so if any of our brothers meet, use them right. They are of the right kind.

I had almost forgotten to mention that Brother Foley, who is our elder, has, in a great many respects, enlightened our understanding as to the local. Lou has been to the convention in company, and has certainly gained a bit in regard to the I. B. E. W.

Hello, there, Rochester, N. Y. Have you met James Gibson, inside man for the Bell? Let No. 120 know, and his address, as a friend desires to locate him.

We are steadily growing in strength and unionism in London. Electrical business is rapidly coming to the front.

With regards from all the boys of No. 120, I am

Yours fraternally,

DICK,
Press Secretary.

Local Union No. 136.

BIRMINGHAM, ALA., Oct. 26, 1903.

Editor Electrical Worker:

We have had lots of work here for some time, and things are going all right for all card men that come this way. But we have cleared up the rush at present, although all the boys are still working, and I hope work will still keep up.

Our only trouble here is to get the boys to attend the meetings. But I hope we will be able to overcome that after our new by-laws are approved.

As this is my first attempt I will close, with the hope of giving you a more interesting letter for the December issue.

Yours fraternally,

L. A. CHASE.
Press Secretary.

Local Union No. 144.

WICHITA, KANSAS, Oct. 23, 1903.

Editor Electrical Worker:

We are all at work here at present, and all seem to be satisfied.

We had a visit from Brother Ray, who is now on the road with a specialty of his own, and from all reports he is doing well.

We have a scab contractor here, who we have never been able to do anything with. He only employs children to do his work, and gives them from \$3 to \$5 per week, and they struck among themselves on the 21st instant.

We think that this town would be an excellent place for some one with a little capital to start an electrical supply house, for there is not anything like a first-class shop in this town. There is a population of 35,000 here, and lots of building going on here almost the year round. At present there are a great number of big buildings going up.

One of our brothers, C. D. Morris, has got married since my last letter, and we all wish him success in the double harness, and hope all his future troubles will be little ones and plenty of them.

Brother Wilson is visiting relatives in Ohio. The majority of this local voted on Louisville as the place for the next convention.

This local wishes success to Dutch Sterling and all absent brothers.

Fraternally yours, SMITH,
Press Secretary.

Local Union No. 145.

SAGINAW, E. S., MICH., Oct. 22, 1903.

Editor Electrical Worker:

Local No. 145 is having good meetings. The boys are taking more interest, and we also initiate a new member once in a while.

Everything is about the same as usual in the line of work—just about enough to keep the boys busy.

There is a great deal of underground work going on at present time, which is done by the Michigan Tel. Company.

Yours fraternally,

EMIL A. WALTERS,
Press Secretary.

Local Union No. 156.

FORT WORTH, TEXAS, Oct. 25, 1903.

Editor Electrical Worker:

First, allow me to congratulate you on the appearance of the last issue of the Worker. It more nearly resembles the Locomotive Firemen's Magazine than any issue yet, so I hope the pain in the anatomy of our Pennsylvania brother is somewhat eased.

In regard to the status of work in this vicinity, can only repeat the general refrain throughout the country, "nothing doing." Work at the new telephone plants at Denton and Gainesville is at a standstill. Shortage of material is the cause.

The work on the Fort Worth Telephone Company's new exchange has been seriously hampered by the non-arrival of the switchboard, (an American, of Chicago), which was lost in transit. A tracer was sent after it, and it has just been located somewhere in Oklahoma. They are now expecting it at any time, when the work of installing it will be pushed as fast as possible. The work will be done by competent men, and the citizens of Fort Worth can rest assured they will be enjoying first-class telephone service in the near future.

Why, oh, why can not the different press secretaries of the different local spare a half-an-hour, or an hour of their time, once a month, and have their local represented in the Worker? It is rather discouraging to the editor, as well as to the I. B. E. W. at large to pick up the magazine, and out of about 450 locals to find about 25 per cent of them represented. It looks rather queer to

me, that a local can not find one man in their organization who thinks enough of his local to write a letter once a month. I look for a letter from No. 10 or 16 each month, and hardly ever have the pleasure of reading one from either local. I know that Snodderly, John Berry or "Dad" Swift could write one from No. 10, or that old "Homeguard," Charley (Slim) Tyner, could let No. 16's wants, trials and tribulations be known. Not only these, but every other local in the United States have men in them that could do the same. See if you can't, boys, for next month, and no apologies accepted.

The strike at Waco, of the street car boys, is not progressing very nicely for the boys. One scab, who came from Bridgeport, Conn., to beat them out of their small pittance, was put in the clear, by some one unknown, and he won't scab any more. He went home in a wooden overcoat. The boys have the sympathy of No. 156, as we have a fight on against one of the head men of the Waco street car system, Mr. Lord, of the Fort Worth Light and Power Company.

Brother Billy Schlange, of No. 16, came through here last week, and at present is working in Cleburne, Texas, or was, the last I heard of him. Brother Tilley Brasseau is there also, doing the cable splicing for the Standard underground people.

Last Wednesday night, the 24th, we received a visit from Brothers James Moore and P. H. Moore, of No. 106. Brother Moore gave us a nice description of his pursuit of a job, and the next day the two boarded their private car, G. C. & S. F., 6452, and left for parts unknown.

Albert M. Horle, you will please write to Brother E. E. McCallam, Box 628, Denton, Texas, if you see this. He wants to hear from you the worst ever.

Now, brothers, should your city ever have a street fake, beg pardon, street fair, and a gentleman (?) by the name of Frank P. White should be selected a director-general of same, shun it. After solemnly promising us that any electrical work, or lighting, done at the late carnival in this place, should be done by a fair company, except such as was donated to the committee, he remarked that "he did not care a ——— who furnished the light." Consequently, all ex-

cept two shows were pulled by a scab company. The carnival was such a frost that I think "carnivalism" is dead in Fort Worth.

The Northern Texas Traction Company has been making a number of extensions, but have them finished now, and nothing in sight there at present.

One thing more in regard to letters in the Worker. Hardly any of the boys who read the journal but look for letters from the the locals they have, at one time or another, been affiliated with. Then they throw it down, or make sarcastic remarks as to its get up. Whose fault is it? The locals themselves. Elect a press secretary, and if he don't write fire him and elect another. Keep on through your entire membership, and you will find one after a while. Accept no excuse, unless it is caused by some unavoidable mishap or some other occurrence. Another thing, don't throw down your Worker after reading one or two letters you are interested in. Read them all, and you will find something readable and interesting in all of them.

Hoping this will bear some fruit, I am
Fraternally yours,

WILL F. CLARKE,
Press Secretary.

Local Union No. 180.

VALLEJO, CAL., October 22, 1903.

Editor Electrical Worker:

It seems to be getting rather a hard task for us to think up a letter for the Worker every month. Being, as we are, employed on a navy yard, we are out of touch and general run of things on the outside.

Our local is thriving as well as can be expected under the circumstances. Two more cards deposited—one for Brother Plunkett, of No. 298, San Francisco, and one from No. 151 (the name of the brother I can't recall).

We have been awaiting the new or rather the revised edition of our constitution, so we can put our new by-laws into effect. Now that we have received the additions to and the amended sections thereof, the members of 180 had better "look a leetle out," because the constitution and by-laws must be lived up to to the letter. No half way method goes.

Say, Brother Sherman, the "case and coils" of the October Worker do you and the I. B. E. W. great credit. It is A1 and no dream.

Here is a proposition we would like answered by the brothers: A man who contracts jobs works himself and hires one or two men, asks for membership in a local. Should they take him in and issue a card? The old nor the new constitution do not cover this point. Bye the bye; what do you think of the results of our convention?

No. 180 joins me in wishing the Brotherhood long and prosperous life.

Fraternally yours,

C. A. P.,
Press Secretary.

Local Union No. 193.

SPRINGFIELD, ILL., October 31, 1903.

Editor Electrical Worker:

Local No. 193 is in a very flourishing condition at the present date.

The State Federation of Labor held its annual convention here this month. The only thing of much interest to the electrical workers was the trouble of the Central Union Telephone Company, to see about bringing about a satisfactory settlement.

We were very much grieved to hear of the accident which happened to Brother Thos. Giblinge, which later resulted in his death. He was working for the Chicago and Alton Railroad as brakeman, and had gone to the pilot to flag another train and lost his balance, breaking his hip and injuring himself internally.

The cable men for the Conklin Construction Company finished up splicing last week, and the local will lose two good brothers—Geo. Shoenberger, who goes to California, and Fred Hues, who went to Kankakee.

We have been voting on the new constitution, and find the amendments offered by the International Convention, if they are carried by a vote of the locals, will improve the constitution very much.

Hoping all locals success, I will close.

Yours fraternally,

W. J. BARNES,
Press Secretary.

Local Union No. 212.

CINCINNATI, OHIO, Oct. 29, 1903.

Editor Electrical Worker:

It has been some time since No. 212 has been heard from, but we are still doing business in good style.

Our business agent, who is no less a personage than Big Jock Adams, seems to scare all the electrical workers who are on the outside into filling out applications. The way applications are read out every meeting night, there are more electricians in this old town that want to be union men than there is room in our old hall to seat them. Keep it up, Jock; get them all together, and give the fellows that are back in their dues a good rub, too. They will be coming around about the first of the year wondering why they can't come in and get that little raise in wages the contractors are going to give us (maybe).

Brothers, our duty is to aid our business agent in every way we can, not to knock him for some little trifle that does not suit one or two men. He gets all the knocks he wants from the other side—the contractors.

Another thing, brothers, always respect the chair; don't bulldoze, threat and abuse the officers. You all have a vote. If they do not suit you change them; don't jump up and get personal or delay the business of the local, as has been done by a few of the brothers here lately. That kind of business keeps a lot of good brothers from coming to the meeting. Now, all brothers should show respect to the chair, regardless of personal feeling. Will also say if this cap fits pull it down over your lump head and think it over.

Work here is pretty fair at present, all brothers working and room for a few more if they happen to drop in here, but we enforce the paid-up or traveling card, and you must see our business agent before you go to work.

Our official journal is becoming greater every month, it is both instructive and entertaining. I would like to see a question and answer column included for the benefit of some of us—just plain, practical, every day questions. What say you, Brother Editor.

Will close, with good wishes to our new officers and all other locals. I remain

Fraternally yours,

T. J. H.,
Press Secretary.

Local Union No. 213.

VANCOUVER, B. C., October 21, 1903.

Editor Electrical Worker:

Congratulations to officers and members of the Western Conference. No. 213 hopes the day is not far distant when every local throughout the Pacific States and British Columbia will get in line and eventually have in operation a schedule that will govern the working conditions throughout the territory within its jurisdiction.

We are still trying to reach a settlement with the A. A. of St. Rwy. Union, who still persist in claiming the right to put in schedules governing electrical work. That is where we differ. We are confident of the outcome of this dispute, as the A. F. of L., in former decisions of similar cases, has always decided that each trade attend to its own affair and not to interfere with other branches of trade who are fully able and capable of taking care of themselves.

Brother Howard assures us that our contention received unanimous support on the floor of the convention and the grand officers have the case in hand and will push it to a finish. But, boys, every member of this local should look this matter square in the face. There should be no tendency to shirk responsibility, but rather show a willingness to uphold the I. B. E. W. in preference to any other trade organization that may assume to encroach on the legitimate field of the Brotherhood. And say! You all expect speedy results from the head office. Are you personally doing your best to bring about the desired results? If not, shake off that indifference you have shown and show by your actions that you are sincere, which is absolutely necessary before you can hope to bring this matter to the successful termination you desire.

Work is slack in this district now; the different companies are doing very little, so would advise visiting brothers to cut this burg off their visiting list. But if the attractions prove so strong that you must pay us a visit, don't forget that the rule with all

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companies here is—a paid up card or no work.

Should this catch the eye of any brothers who know the whereabouts of Norman Main, lineman, or can give any information concerning him, they will confer a favor by communicating with the secretary of this local.

Yours fraternally,

A. CHERRILL,
Press Secretary.

Local Union No. 215.

HOT SPRINGS, ARK., Oct. 26, 1903.

Editor Electrical Worker:

Work has been slack here. The Southern Independent expects to start the first of the month with their conduit work. A committee has been appointed to present the scale of wages. You must have the green ticket for this job, as Brother Clarke will work no other.

The convention is over, and as yet we have not been notified officially of the election of officers or the changes in the constitution. Of course, we are a small local, but were they not all small ones once, but we think we should be notified at once.

We have got a new set of by-laws, but can not send them in for approval until we see the new constitution. We are perfectly satisfied with the convention and hope to see the I. B. E. W. one of the largest organizations in the country.

I agree with the other brothers when they say that we should raise the death benefits.

I hope to see Brother Walker, of No. 118, do well on the raffle. I think every brother in the I. B. E. W. should take several tickets.

We will let the brothers know when the new company needs men for sure.

Brothers Pierce, Cheatham and Kenny have left us. They went to Jefferson, Mo. Brother J. B. Meloney, of 83, Milwaukee, Wis., and Brother Guman, of 28, Baltimore, Md., are with us.

If Brother Guy Tracy, late of 45, Buffalo, sees this write me.

Well, No. 14, I see you have the P. & A. on the run. Stay with them and you will win.

With success to the I. B. E. W., I am

Fraternally yours,

H. W. McCAMMON.

Local Union No. 244.

EAST MAUCH CHUNK, Oct. 27, 1903.

Editor Electrical Worker:

Local No. 244 is still alive and doing well, and all the brothers working.

We gave a ball on October 22. Very few of its kind were ever held in this town. The hall was packed to its utmost capacity, and all enjoyed themselves most heartily. All the brothers should be thankful to Brothers J. P. Tracey, C. Huler, J. O'Dowell and L. Heisel for the way the ball was conducted by them as committee men. Also our whole-souled brother, W. O'Dowell, as doorkeeper. We had four representatives from Local No. 91. We thought we would have more, but the most of of No. 91's sports are base ball players.

Brother Wm. Mayer, of No. 244, is in Buffalo. Any of the boys meeting him will give him the glad hand, for he is O. K.

I was in Buffalo a few weeks ago. I met some of the brothers of Local No. 45, and find them to be right up to date.

Yours fraternally,

NEAL O'DONNELL,
Press Secretary.

Local Union No. 250.

SAN JOSE, CAL., Oct. 22, 1903.

Editor Electrical Worker:

The strike is ended. The hatchet has been buried and both sides have shaken hands and declared the bout off. It was a hard fight and much credit can be given both sides for the strenuous manner in which it was conducted while it lasted. It brought out the weakness of the different organizations, and we will now know where to concentrate our forces and influence for the building up of our organizations.

A matter which will be given the most serious consideration of this local will be the education of its members. With all union linemen well educated, and learning more of the business day by day where they will be of the greatest value to the employer, there will be no trouble about recognition of the union. It would be the best thing our locals could do to take up "the discussion of practical electrical subjects" at every meeting. Should this be done, there would be none but union men employed throughout the United States and the jurisdiction of the I. B. E. W. It would be nice if a part of th

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Worker could be devoted to this and would serve to increase the interest. The time is coming when the most skilled electricians in the country will be members of the I. B. E. W., and this will be brought about by the unions educating their members.

Our local is building up wonderfully since the visit of the little giant, Grand President McNulty. I tell you he is all right. His talk to the members opened up a new career for the local, and a new interest is manifest on all sides.

We are very glad to know that the high board fence has been knocked out. Union electrical workers will be union electrical workers wherever we are.

President Kamp has shown his superior qualities as a presiding officer, and it is too bad that we did not discover this before. Nick Cooper is our secretary now, and a dandy he is. He brings in lots of money with his notices. Send out some more, Nick. "Oh, Joy" Kich presides as foreman, and is all ways on hand to attend to his duties. Brother Jess Hilton has been kept very busy lately receiving dues, as the boys are coming to the front at a rapid rate.

All our local boys went back to work for the Sunset. Indications are they will be employed a long time getting things straightened out after the war. Jack Jennings and Brother Desimonie are doing a little preliminary work for the Saratoga road. Brother Graham will be foreman. Old Time Rocks Kelley Bryant is still hiking for the Santa Clara street road, and no one but a green-carded can work with him. Several brothers working for the Postal were visitors last Tuesday evening. We expect many new initiations during the coming month. Let them all come in who try to do right.

Wishing success to the Brotherhood in general, I will now cut off.

Yours fraternally,

CHAS. H. HARRISON,
Press Secretary.

Local Union No. 262.

PULLMAN, ILL., Oct. 28, 1903.

Editor Electrical Worker:

To commence with, I regret being unable to refer to a brilliant record of growth in numbers and influence, but trust that slow growth may be taken for an indication of

permanence and stability. We have done well in the past, and hope to do better in the future.

There is some work here, but how long it will last is hard to say.

Various causes have contributed to produce stagnation in Pullman. The electricians may be divided in four classes—the sore heads, swelled heads, dead heads and the level heads. The latter, goes without saying, belong to the I. B. E. W. without exception. There are the sore heads, who have a personal grudge against some of the officers of the union, or think that a special constitution should be legislated for their benefit. They are chronic kickers who kick at the initiation fees, the dues, or anything else that comes handy. In fact, they would rather kick than eat, and are never happy unless when doing both.

Then there are the swelled heads, those super-excellent individuals—we all know them—who are so inflated with the idea of their own importance that another particle of gas would cause them to burst and reveal them as they are—empty—living as they are in a fool's paradise. It would be a pity to wake them up or disturb their dream.

Then those dead heads, we all know, agreeing with all you say about the value of unionism, and claiming to be good union men, but at the same time shamefully neglecting their responsibility to help the movement on.

Now, I believe there is no better class of men to be found anywhere than in the rank and file of our craft. But I also believe that selfishness lies at the base of the heart of every man, and that among the best ways to prevent our lives from becoming warped and narrowed through its influence, is not only to think of the needs of others, but to go out of the way if need be to render any assistance in our power to a worthy brother, and that in so doing the benefit to ourselves will far outweigh whatever favor we may have rendered to another.

I will close now, hoping to have a more cheerful letter next time.

With best wishes for the welfare of the Brotherhood, I remain

Yours fraternally,

WILLIAM STREET,
Press Secretary.

Local Union No. 268.

NEWPORT, R. I., October 26, 1903.

Editor Electrical Worker:

For the past six months our meetings have been poorly attended. Now, brothers, you of No. 268 who never attend a meeting, unless dragged to it by one of the few faithful workers who keep it going, I want to say a few words to you in your own behalf, as well as for our local and the Brotherhood in general. Do you realize that if we all neglect the obligation as you have done in the past that our charter would soon be taken from us under the constitution? If you meet a brother on the street and ask him "Are you coming up to the meeting to-night?" he will say "No, I have another important engagement on for this evening." But if you could see this same brother stealing home in the early hours of the morning and his wife meet him at the head of the stairs with "Why, Harry! What kept you out so late?" "Me dear, delayed by important b-i-z-z-n-e-s-s at the local; whatcher-matcher-wicher-hic?" Then we have another brother whose poor wife is sick every meeting night, and as all the doctors in this town are boozologists he has to visit all of the gin mills and pool rooms in town to find the much-desired doctor. Now, we have a few brothers that have their cards far in arrears, and they jump into another town without taking out a traveling card and go to work on a job, and wait until the local in that town compels them either to pay up or take out a new card, and of course they will find out which is the cheapest way out of it before they make good.

We expect to hold a grand meeting November 6, 1903. All brothers cordially invited to attend, and we have sent invitations to all brothers to come up and have due stamps fill up the blank spaces on their cards. Program of sports: Miniature merry-go-round, shute the shute, automobile race, and whitewash the books.

Yours fraternally,

E. J. McCANN,
Press Secretary.

Local Union No. 296.

POUGHKEEPSIE, N. Y., Oct. 21, 1903.

Editor Electrical Worker:

In looking over the last Worker I see that

Brother F. J. McNulty was elected Grand President. He is surely the right man and a conscientious worker, and he has the hearty good wishes of No. 296.

Although our local is young, it is nevertheless full of energy, and stands ready to take in a workman who has only unionism in him.

Brothers, what we want in the I. B. E. W. are union men at heart, and if all had the right kind of unionism and fraternal feeling towards our fellow-workers and the I. B. E. W., there would be no scabs.

The word scabs brings to my recollection a few verses, which I hope our kind editor will find room for. It is headed, "St. Peter and the Scab," and, brothers, St. Peter was union at heart. [This poem has been published by us.—ED.]

Yours fraternally,

PRESS SECRETARY.

Local Union No. 338.

DENISON, TEXAS, Oct. 23, 1903.

Editor Electrical Worker:

No. 338 is still doing business at the same old stand and is getting along nicely.

We have a good attendance every meeting night, and if the hikers don't show up we put a fine of 50 cents on them.

Things are dull here and nothing doing, but hope work will pick up shortly.

Yours fraternally,

R. B. ELLIS,
Press Secretary.

Local Union No. 346.

FORT SMITH, ARK., Oct. 25, 1903.

Editor Electrical Worker:

A gang of the W. U. men came in on October 8. They are stringing cable and removing all but their call and clock wires. No card men among them.

Brother Charles Tomilson, who had the misfortune to fall thirty feet at Eureka Springs, caused by a messenger, on which he was riding, breaking, is up and about, but it will be sometime before he will be able to resume work.

Brother R. A. Phillips, of No. 215, Hot Springs, Ark., passed through on the 16th.

If Brother W. R. Carnahan sees this letter please address the writer.

Brother Fred. Strong returned from Joplin, Springfield and Eureka.

Brothers, let me remind you that we meet the first and third Tuesday nights in each month at K. of P. Hall. It is the duty of each member to attend when business does not keep him away. Also some have missed our financial secretary longer than the prescribed time.

Fraternally yours,

R. G. CHAFFIN,
Press Secretary.

Local Union No. 372.

BOONE, IOWA, October 18, 1903.

Editor Electrical Worker:

For several months the members of Local No. 372 have been disappointed by not finding a letter from their press secretary among the "Letters from our Local Correspondents." Having lately acquired the office of press secretary I will endeavor from now on to relieve the members of further disappointment.

Our local is small, but is growing all the time. We have taken in about fifteen new members this summer and have one candidate on the table for our next meeting.

The Iowa Telephone Company made extensive improvements here this summer, installing a central energy exchange. The Boone County Mutual is expecting to do considerable work this winter.

We are working hard to get all the men in town into the union and are succeeding as well as could be expected. It is our hope that we will have all of them with us before the end of the year.

The unions of this city made a splendid showing on Labor Day. Our hopes of winning the prizes in the foot races were shattered, when our only foot racer left town to see a ball game.

Wishing success to all brothers, I am

Your fraternally,

H. L. THURSON,
Press Secretary.

Local Union No. 381.

CHICAGO, ILL., October 29, 1903.

Editor Electrical Worker:

Considering the fact that I have missed the last few issues I will attempt to be in time for this one.

We are having prosperous times here just

now. All the boys are working, and consequently everybody is happy.

Allow me to congratulate you on the convention number. It was certainly interesting reading.

And as to the convention. According to our delegate it must have been a great one. We are well pleased with his report. We hope that the alterations and the additions to the constitution will be favorably voted on by the various locals, but however that may be, Local No. 381 will ever be found loyal to the will of the majority.

I notice in a letter from No. 174 a question is raised in regard to a member who is a contractor. Now, I do not wish to discuss the merits of this particular case, but I, for one, do not think a contractor should be a member of a labor union. It is bound to produce discord. Let the contractors have their employers' associations and the workmen their unions. While I have none but the kindest feelings for the employers, and hope to see the day when capital and labor will work together harmoniously for the general welfare, still I can not see how any good can come of admitting contractors to a union which is made up of and held together for advancing the welfare of the workingman. I hope this question will be taken up by other press secretaries, as I would like to see a general discussion of the subject. While I have decided views on it, I am, by no means, so set as not to be open to conviction.

Fraternally yours,

CHAS. M. HALL,
Press Secretary.

Local Union No. 407.

MARQUETTE, MICH., Oct. 24, 1903.

Editor Electrical Worker:

Since we were organized last May we have steadily increased in numbers and strength. We now have a total membership of thirty-two. The following brothers have lately deposited their cards with us: Tom Whiting, from Seattle; Saul Aneer and Joe Pelling, from Sault Ste. Marie, Michigan.

Work is about the same here as before—nothing doing in outside construction work, but inside wiring is still keeping up. Any brother with a paid-up card striking this pretty little town may be sure of a hearty

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welcome and whatever assistance we may be able to give him.

Our last meeting was a "hummer," as we had two new lights to add to our circuit, and after the meeting a feast, fit for the gods, was set before us. Each member donated something, and our table was loaded with good things. It is quite needless to say we had almost all our members present.

By the way, what's the matter with the fellows that don't get around to the meetings very often? When they see this they'll know who I mean.

Yours fraternally,

C. A. ELLSTROM,
Recording Secretary.

Local Union No. 436.

ONEONTA, N. Y., October 24, 1903.

Editor Electrical Worker :

Local No 436 is O. K. The boys are all working with the construction gang, rebuilding the Bell trunk line between here and Cooperstown.

We have had no new applications for membership, but Brothers John Donathy and Burt Hart, of No. 43, deposited their cards with us.

Our meeting are well attended.

We would like to have No. 373 wake up and let us hear from them.

Hope to have a better report next month.

Yours fraternally,

B. F. WALTZ,
Press Secretary.

Local Union No. 443.

KEY WEST, FLA., October 16, 1903.

Editor Electrical Worker :

No. 443 is a brand new local, which was launched in the Brotherhood last week and is located in the last jumping-off place in the United States—between the State of Florida and the island of Cuba—and contains ten or twelve electrical workers, of whom we have eight so far. There is a telephone system of two plants, which employs altogether about twelve electrical workers, with very little to do. We are now battling with all our might to get all the boys in the local. One of the electrical plant's men will not yield to our entreaties and join us, though we are doing all in our power to bring them in.

Work at present is very slow here. Some of the boys are out and the prospects are they will remain out. We would like to hear from some of the unions that have plenty of work to do for inside or outside wiremen.

We have worked very hard for the last year to get a local started here and have met with disappointment on every occasion, until last month, when we did succeed. Although we are having fairly smooth sailing now, we can not say when the storm will rise and we be swamped, though it will be a desperate fight, I can tell you. We are weak in numbers, but strong in the qualities that go to make a successful union, that is, principle of manhood.

We would like to hear from some experienced men the sure way to get men to join the union, as surety is the only remedy that will do any good here, for we have tried all the best remedies on the market and still making new applications every few days. Hot air and chin music has heretofore been practiced to very good success, but with these sun-baked boys in this tropical climate, where we have the balmy breeze from the ocean and the Gulf of Mexico every hour of the day, hot air is of no avail, so please don't recommend any of the forementioned.

With best wishes and success to all the Brotherhood from Local No. 443, I am

Yours fraternally,

J. H. HARRIS,
Press Secretary.

FROM "OLD CRIP."

Editor Electrical Worker :

Since writing last month, in Denver, Colo., myself and wife have been on the road continuously, and are still a long distance from home, having arrived here from New York city yesterday. We have been away from home since August 26 and the brothers can guess that we are pretty well fatigued. We should have returned home several weeks ago, but owing to the fact that we owe some money which is past due and that we have no "grain in the garner" for this winter we are compelled to "hit the grit" and try to sell enough of my books to raise at least a part of the means which we so badly need. I find that most of the locals that I have visited are getting along nicely

and working hard for the cause, but, unfortunately, at the present they are temporarily embarrassed financially on account of Labor Day and convention expenses.

Most of the locals seem pleased with the new constitution, but, of course, all are not suited. I hope all will get down to business and pull together for the good of the order. I am going to try hard to do my part. I hope to organize a good local at Denton, Tex., when I return, in November.

I am sorry that I have not the space to tell about all the good things which members have extended to us on our trips this year. We leave here for Utica, N. Y., to-morrow, and will reach home November 8. Mrs. "Crip" is sick, but sends best wishes to all members. I hope to write more next month.

Gratefully and fraternally,
ROBERT G. WRIGHT.

Albany, N. Y., October 28, 1903.

SLANG BUT INTENSELY TRUE.

Here is a rattling good sermon in a few words: "Young man, and there are many of you, dost thou go abroad at night and rush the growler and perambulate with the feminine? Dost thou whoop 'em up with the boys and figure for the substance of the jack-pot and bank thy sheckles against the slippery tiger? Art thou a guzzler of beer and a player of cards? Dost thou suck a ten-cent cigar, and has thou lost thy grip on ways that are right and wisdom that is good in this world? Verily, I say unto you, if thou are in a bad row of stumps it will not be long ere thou dost know that thy name is Dennis? Thy heels will fly up ere thou hast fallen into the inevitable soup. Keep thy eye on the gun and the monkey, not upon intoxicating juice of the bug. Steer widely of the man with the aces, and in the ripening years of thy life thy pockets shall be full of the collateral of the earth, while those who mind not these commandments are partaking of the lunch which is free."

THE twin tunnel under the Capitol at Washington, which the Pennsylvania Railway has been given permission to bore, will be 3,000 feet long, cost \$800,000, and electricity is to be exclusively used for hauling trains through it.



AUDITING COMMITTEE ON GRAND SECRETARY AND GRAND TREASURER'S BOOKS, LATE CONVENTION.

WHO LICKED GREAT BRITAIN?

Senator Aldrich, of Rhode Island, visited a typical London music hall the last time he was abroad. A one act melodrama, called "The British Heart of Oak," was played by seven men and a young woman. The time of the melodrama was laid in the early years of the last century, and four of the players represented American soldiers.

These soldiers were a ragged, scare-crow lot, for it was the idea to ridicule the American army. As the men came on the stage they were put through an examination.

"What was your business before you became a soldier?" they would be asked, and to this question one answered that he had been a tailor, another that he had been a cobbler, and a third that he had been a cook, and so on.

The audience laughed uproariously at an army composed of men from such sedentary and confining trades, but in the midst of the laughter Senator Aldrich's American heart rejoiced to hear a voice shout from the gallery:

"Hurray! Great Britain licked by tailors, cobblers and cooks! Hurray!"



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As THE ELECTRICAL WORKER reaches the men who do the work and recommend or order the material, its value as an advertising medium can be readily appreciated.

WASHINGTON, D. C., NOVEMBER, 1903.

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*This Journal will not be held responsible
for views expressed by correspondents.*



THE HENRY E. WILKENS PRINTING COMPANY

A CORRECTION.

In submitting the constitution for referendum vote a mistake was made. Section 4, of Article XIV, where it reads "one year," should read "two." This was amended to read two at the convention, but no note of this was made on copy by the committee, therefore the mistake. The new constitution will be made two years instead of one.

WORK OF THE CONVENTION.

The eighth convention is now a thing of the past, but of pleasant memory. That great good was done goes without saying. The committee on constitution saw the necessity of practically building a new constitution to keep up with the rapid pace of our Brotherhood. One of the very best things done was districting our Brotherhood. It is a foregone conclusion that a member of the Executive Board who is given charge of a certain district will watch it with jealous care and will strive to make his district among the best. He can prevent or settle many of the strikes that may occur in his district, and we believe this one action of the convention will add many new members to our Brotherhood in the next two years. The per capita tax was raised from twenty cents to thirty cents for each member. Some may ask why this was done. For several reasons. One to more thoroughly organize our Brotherhood; another reason, and in our humble opinion, the most important of all, to create a convention fund, so that at our next convention each and every local will be represented. This action places the small union on a par with the large one and cuts out proxies, and gives us what we most desire—a representative convention. We believe the work of the committee on constitution was well done, and when their work is concurred in by referendum vote the next two years will bring to us many desirable members.

TO THE OFFICERS AND MEMBERS.

At our last convention, held at Salt Lake City, the official journal was given consideration, and the opinion of the majority of the delegates was that the Electrical Worker should be reduced in size and that many of the letters sent in by press secretaries should not be published, as many of them treated of local affairs only. It is our desire now to keep the Worker down to 80 pages, and in order to do this it becomes necessary to cut out many letters; so kindly be brief as possible and give us news that will interest the entire Brotherhood. We can not publish resolutions on the death of members. Should we do so it would take up valuable space. All communications for the Worker must be in our hands by the third of each month.

MAILING LISTS.

We most respectfully request the secretaries of locals to send to the General Office an up-to-date mailing list. We prefer to mail the Journal direct to each member instead of to the local in bulk. Very often we receive letters from members who complain that they do not get their paper, when the facts are we send the papers direct to the locals, and are not to blame if the members fail to go to meeting. Let us have the mailing lists. We will follow it, and then perhaps many kicks may be avoided.

THE ELECTRICAL WORKER.

We wish to call our readers attention to one clause in our new constitution, which says the Grand Secretary shall publish the official journal, and it shall be conducted as a technical, economic and trades union publication. In order for the Grand Secretary to follow these instructions, he must have the support of the whole organization. Remember, the Electrical Worker is your journal, and we solicit good, wholesome articles. But we must cut out many of the letters we receive. We have no room for them. If you write give us the outlook for work, but cut out all local matters other than this, and help us to make our journal one of the best.

BE BRIEF.

There is too much useless discussion of trite subjects in the letters of press secretaries; too much space consumed in the "hello" business by the same correspondents—all of which tend to make the letters too lengthy for the Worker. Were we to receive a letter from each of the 450 locals, and the length in each case measured up to what some of the secretaries write in discussions above referred to, the Worker would have to be enlarged several hundred pages, and the printing bill might exhaust the treasury. If your members don't attend meetings as promptly and as regularly as is becoming in union men try to solve the problem at your end of the line; don't fill the Worker with your complaints to the exclusion of matter that may be of interest to the entire Brotherhood. If your local plays a game of base ball or gives an entertainment, don't consume a page or two of the Worker with

a description that is simply of local interest. If John Smith has gone wrong, and you suspect that Jerre Jones is crooked, don't expect to have a page of the Worker placed at your disposal for invective. Don't begin your letter by saying that there is nothing of interest to write about, and then indite six or seven pages of manuscript, devoted to matters purely personal, or of no consequence to the electrical business or Brotherhood. Be brief and to the point. We don't want to cut out the letters—on the contrary, would like to have the locals represented—but must insist that you exercise brevity. One-fourth of a page of the Worker should be space enough for the letter of the average press secretary, and should hold all that is necessary to write under ordinary circumstances. Of course, we invite communications of general interest—articles that tend toward the upbuilding and extension of the Brotherhood, and the furtherance of unionism. But press secretaries, when confining themselves as representatives of the locals, must be brief.

AGREEMENTS.

We wish, at this time, to call the attention of our readers to Section 9 of Article III. This says all locals shall be compelled to live up to all agreements, unless broken by the other party or parties, which fact shall be ascertained by the Grand Vice-President or Grand President, their decision being subject to appeal to the Executive Board. This section is a very good one. It shows the electrical superintendents and contractors that our organization stands for right, and will not allow willful abrogations of agreements.

MINUTES OF THE CONVENTION.

In order to save time the proceedings of the convention were mailed from Salt Lake City. Any local failing to receive a copy will kindly notify the General Office, and a copy will be sent.

STRIKE.

We are pleased to inform our readers that Local No. 1, of St. Louis, succeeded in winning their strike for \$5 a day. No. 1 has never lost a strike.

CLASSIFICATION AND JURISDICTION OF WORK.

One of the most difficult problems that organized labor has had to solve is the question of jurisdiction. There are several branches of electrical work. This, of course, necessitates different classifications in the unions. In the past there has been some misunderstanding on the question of jurisdiction, and many of the members of our Brotherhood expected what is commonly known as a warm time at our last convention. To avoid any friction, a committee was appointed to define the rights of each branch of our trade. The classification and jurisdiction of work are so well defined that there can be no misunderstanding. We herewith publish the same:

Electrical workers under the jurisdiction of the International Brotherhood of Electrical Workers shall be divided into and chartered under three general branches, namely: Outside electrical workers, inside electrical workers, and electrical apparatus shopmen.

OUTSIDE ELECTRICAL WORKERS.

Outside electrical workers shall include linemen, trimmers, underground cable men, cable splicers, outside trouble men, telephone switchboard men, attendants in central lighting and power stations. They shall have jurisdiction over the following work: Aerial wires and cables on poles, and from pole to building, or over or outside of building when brackets or tripods are used for support in place of poles; also hanging transformer on pole or wall of building and connecting secondary wires to house mains, which must extend through external wall; cables in underground conduits or ducts up to and including cable terminals; high tension wires in subways and tunnels, up to and including transformer; hanging streamers across streets, between buildings, or between buildings and arches in street, where messenger or guy wire is required for support, and use of hand lines are necessary; arc wiring where not more than one or two lamps are installed when fed and controlled from the street; fire alarm and police patrol stations in buildings when the greater portion of the work is on the outside, and not more than

one or two boxes are installed in building on any one system or circuit; trimming arc lamps; cable splicing; public central exchange telephone switchboard work; dynamo tending, and operating switchboards in central stations.

INSIDE ELECTRICAL WORKERS.

Inside electrical workers shall have jurisdiction over the following work: Wiring buildings, ships, bridges and arches; installation of all electrical machines and devices; installation and maintenance of isolated plants; installing electric bells, annunciators, signalling devices, electric heating apparatus, flash lights and automatic controlling devices; private and intercommunicating telephones; making and connecting all electric decorations and signs; wiring in subways and tunnels for low voltage; erecting and operating all electric motors used for hoisting or carrying material of any kind; wiring, assembling, hanging and connecting all electric and combination fixtures; all cutting made necessary by the introduction of electrical devices.

ELECTRIC APPARATUS SHOPMEN.

Electric apparatus shopmen shall have jurisdiction over electrical manufactures in factories and repair shops—making and assembling all electrical machines and devices, and repairing same when done in shop, but when it is impracticable to remove a large machine to shop, shopmen may repair it where it is installed. Electric crane men shall be under the jurisdiction of electric apparatus shopmen, and their work shall be to operate and repair electric cranes.

MIXED UNIONS.

Mixed unions may be organized in a town or city where there are not a sufficient number of electrical workers in the several branches to form separate unions, but when an existing union has jurisdiction over any branch of the trade in said town or city that branch shall not be included in the mixed union. When a mixed union is divided into two unions, the members not covered by the charters shall go into the union that can give them the greater support. Existing unions whose trade jurisdiction with other local unions is harmonious shall not be disturbed. But if harmony does not

exist, and when new charters are granted the charter shall specifically state what branch of the trade is covered by the charter.

INFORMATION WANTED.

Any information concerning the whereabouts of Ed Taylor, formerly in the employ of the Bell Telephone Company of Detroit, but who left that city August 19, will be greatly appreciated, as his mother is very ill over his absence. Address Mrs. E. Taylor, 64 Marcy street, Detroit, Mich.

Any one knowing the whereabouts of Price Carpenter, late of Dayton, Ohio, kindly write to J. F. Crandall, 533 Fifth street, Louisville, Ky.

LOCAL 146: Please oblige me by locating my husband, James McDonald, if you possibly can. I cannot understand why he has not written me, but I have to ask you that favor now, as I am in need of money for my little ones. Please try and grant my request if you can.

Excuse my writing and letter also; answer soon and oblige

MRS. McDONALD,
124 South Main street, South Norwalk,
Conn., October 20, 1903.

MR. H. W. SHERMAN,

DEAR SIR AND BROTHER: The above was sent us by the woman whose signature is appended. Is it possible that the general office could help find this man? He is a member of No. 146, in arrears, but nevertheless his wife is in need of his assistance just the same. When last heard of he was in Liverpool, Ohio.

Yours fraternally,

J. W. PECK,
Recording Secretary.

Local 146, Bridgeport, Conn.

BROTHERLY LOVE.

We often wonder if there is such a thing as brotherly love, or if it is a case of every man looking out for No. 1, as self preservation is the first law of nature. One of the very best lessons on brotherly love comes from Buffalo, N. Y. One of our brothers was very badly burned by a live wire. It became necessary to graft new skin on to

the unfortunate brother. When the doctors made this fact known twenty-one members of the union went to the hospital and said: "Here we are; take the skin from us to put on our unfortunate brother." We are pleased to state, from last accounts, that the brother who was so seriously burned is getting along nicely.

CONVENTION PROCEEDINGS.

There has been a delay in sending out the proceedings from Salt Lake City. We received those for the general office October 30. Any member wishing a copy can have same by writing us. We will send them with pleasure.

JOHN MITCHELL'S BOOK.

We are in receipt of an advance copy of John Mitchell's book on organized labor, and are pleased to say that it is a book that should be read by every working man, woman and child. It treats the subject in a masterful manner.

CHARTERS GRANTED.

September, No. 437, Fall River, Mass.
No. 438, New York, N. Y.
No. 439, Alliance, Ohio.
October, No. 446, Columbus, Ohio.

ORGANIZED labor is to-day receiving recognition from many quarters where it had been previously frowned down. The object and aim of the labor movement is now better understood than at any time in the history of this glorious land of ours. With these facts staring us in the face, let us turn hopefully to the future, trusting that the day will soon be at hand when labor's banner will wave triumphantly from the ramparts in every city, every town and every hamlet in the United States. Let every man who is in any way connected with the labor movement so conduct himself that his actions will always bear the fiercest glare of the searchlight of publicity. With honest, able leaders, such as the great majority are to-day, there can be no question as to the outcome. Victory will crown the brow of labor, for the victory will have been deserved.

The trusts number 180, which control about 2,000 active plants.

Grand Secretary's Report for October.

No.	P. C.	Int.	Sup.	But.	Totals.	No.	P. C.	Int.	Sup.	But.	Totals.
						91	12 00	2 00	1 00		15 00
1	54 40	10 00	1 00		65 40	92	2 60				2 60
2	62 00	24 00			86 00	94	19 00	4 00			23 00
4	10 60	4 00			14 60	95	7 40				7 40
5			1 00		1 00	96	15 20	2 00			17 20
6	27 00	10 00	4 50		41 50	97	6 40		1 00	1 00	8 40
8				2 00	2 00	98	25 40	2 00			27 40
10	40 40	8 00	1 00		49 40	99	7 40		50		7 90
12	17 40	2 00			19 40	100	28 20	10 00	2 25		40 45
14	72 00	4 00	1 00		77 00	101	1 40				1 40
15	9 80	6 00	50		16 80	102	12 80	4 00			16 80
17	35 90	18 00			53 90	104	34 60				34 60
19	8 80				8 80	106	12 00				12 00
20	28 40	14 00	1 00		43 40	107		8 00	1 50		9 50
21	72 60				72 60	108	8 60		75	2 00	11 85
22	8 40				8 40	109	1 80		2 25		4 05
25	10 60	2 00	1 50		14 10	110	5 60	2 00			7 60
26	25 80	8 00			33 80	111	13 00	8 00	2 50		23 50
27	25 80	2 00			27 80	112	80 20	10 00			90 20
28	17 20	2 00	1 00		20 20	113	3 00				3 00
29	18 00	6 00	50		24 50	114	22 80	1 00	1 25		25 05
32	11 60	4 00			15 60	115	2 80	2 00	1 00		5 80
33	13 60	8 00			21 60	118	15 80	4 00	25		20 05
34	7 60	2 00			9 60	120	6 00				6 00
36	40 00				40 00	121	40 40	8 00	3 00		51 40
38	41 60	12 00			53 60	122		1 00			1 00
39	28 80	4 00			32 80	123	2 80				2 80
40	7 40	8 00	50		15 90	124	6 40				6 40
41	21 00	8 00			29 00	127	3 00				3 00
44	29 60		1 50		31 10	129	6 80	2 00	75		9 55
45	28 40	26 00	25		51 04	130	15 60	23 00		1 00	39 60
48	18 40		50		18 90	132	25 00	4 00	4 25		33 25
49	52 40				52 40	133	17 40	10 00			27 40
50			1 75		1 75	135	7 20		1 25		8 45
52			1 00		1 00	136	8 80	8 00	50		17 30
53	7 40	4 00			11 40	137	22 00	4 00			26 00
54	11 00				11 00	138	8 80	6 00	1 25		16 05
56	19 60	6 00	25		25 85	139	17 00	2 00	1 00		20 00
57	12 40	2 00			14 40	140	21 00	6 00			27 00
58	32 80		50		38 80	142	8 60		50		9 10
59	14 00		2 75		16 75	143	4 40	2 00			6 40
60	10 00	4 00			14 00	144	21 40	4 00			25 40
61	36 60	16 00			52 60	146	14 00	4 00	1 50		19 50
62	9 80	2 00	50		12 30	148	22 40		50		22 90
63	8 00	4 00	1 00	2 00	10 00	149			25		25
65	28 60	2 00			30 60	150	9 20	2 00	1 75		12 95
67	8 20	2 00			5 20	151	71 00	20 00	8 75		99 75
68	24 40		50		24 90	152	3 00	2 00			5 00
71	12 40	12 00	50		24 90	153	5 20				5 20
72	9 40				9 40	154	4 80		2 50		7 30
73	11 60	6 00			17 60	155	8 00	2 00			10 00
74	15 60	4 00			9 60	156	14 20	2 00	1 75		17 95
75	15 00	2 00			17 00	157	4 20				4 20
76	28 00		1 50		25 10	159	7 20	2 00			9 20
77	24 20	2 00	3 50	5 00	34 70	162	18 60	4 00	7 00		29 60
79	10 20	2 00			12 20	163	7 60	2 00	2 00		11 60
80	15 00	4 00			19 00	165	6 80				6 80
81	33 00	10 00			43 00	166	17 00	6 00			23 00
82	4 00		60		4 60	167	3 00				3 00
83	14 40	2 00	2 50		18 90	168	4 20				4 20
86	12 60				12 60	171	8 80	6 00			14 80
87	5 60	6 00			11 60	172	7 80	2 00	50		10 30
88	11 60				11 60	173	4 00				4 00
89	6 00	4 00			10 00	174	7 80				7 80
90	20 00	4 00			24 00	175	7 00				7 00
						176	23 20	2 00	1 00		26 20

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No.	P. C.	Int.	Sup.	But.	Totals.	No.	P. C.	Int.	Sup.	But.	Totals.
177	3 20				3 20	286	4 60	4 00			8 60
178	24 00	6 00	2 50		32 50	287	20 00	24 00			44 00
179	6 60	4 00	1 25		11 85	288	6 60				6 60
183	4 60	2 00	1 00		7 60	289	4 80	4 00	1 00		9 80
184	6 40	6 00	50		12 90	270	5 60				5 60
185	4 20		50		4 70	271	15 00	8 00	2 00		25 00
186	23 60		1 25		24 85	274	5 00		1 50		6 50
187	7 40	4 00	50		26 90	275	8 60				8 60
189	9 60				9 60	276	10 00				10 00
191	6 00	2 00			8 00	277	8 00	2 00	75		5 75
192	17 20	2 00	1 00		20 20	278	1 80				1 80
194			1 00		1 00	280	5 60	12 00			17 60
196	19 20	14 00	60		33 70	282	54 80	20 00	1 25		76 05
198			1 00		1 00	283	42 00	6 00			48 00
199	21 60		2 00		23 60	285	18 60	4 00			17 60
201	3 00				3 00	286	8 00		25		8 25
202	1 60				1 60	288	11 20				11 20
203	9 60				9 60	290	5 00				5 00
204	13 00	2 00	50		15 50	291	4 80	2 00	3 50		10 80
205	41 60	12 00	2 51		56 11	292	4 00				4 00
207	9 40			2 00	11 40	293	5 00	4 00			9 00
208	4 60		25		4 85	294	2 40				2 40
209	6 00		50		6 50	295	6 40	2 00	9 90		18 80
210	4 00	2 00			6 00	296	6 15	2 00			8 15
211	2 00	2 00			4 00	297	4 00				4 00
213	12 00	8 00			20 00	298	28 40	2 00			30 40
214	8 20	2 00	50		10 70	299	13 20	4 00			17 20
215	4 00	2 00	50		6 50	300	18 60	6 60	8 50		23 10
216	6 80				6 80	301	2 80		1 00		3 80
217	15 40	12 00			27 40	302	5 60		1 25		6 85
218	8 00	2 00			10 00	304	10 20				10 20
220	7 40				7 40	303	3 60	2 00			5 60
221	11 20	2 00	2 75		15 95	309	8 20				8 20
222	5 60	2 00	50		8 10	311			26		26
223	4 40	2 00			6 40	313	13 80	2 00	1 00		16 80
225	20 40	6 00	2 80		29 40	314	1 60				1 60
226	3 00				3 00	316	4 80	2 00	50		7 80
227	16 40	6 00			22 40	319	20 40				20 40
228	5 80				5 80	321	5 00				5 00
229	4 80	2 00			6 80	324	2 00		25		2 25
231	4 00				4 00	325	20 80	6 00	2 75		29 55
233	8 20				8 20	326	9 00				9 00
234	11 80	6 00			17 80	327	3 20	2 00			5 20
235	27 40	26 00	75		54 15	328	15 00				15 00
238	3 60				3 60	331	4 80		50		5 80
239	2 20	2 00	95		5 15	332			7 50		7 50
243	13 60	6 00			19 60	333	3 40		50		3 90
241	60				60	335	8 60				8 60
243	4 20	2 00	1 25		7 45	336	7 40				7 40
244	10 80		25		11 05	338	1 00				1 00
245	25 00				25 00	339	2 60				2 60
246	8 00				8 00	340	6 60		75		7 35
248	5 00		25		5 25	341	3 00		50		3 50
249	8 80				8 80	342	8 60	4 00			12 60
250	30 40	32 00			62 40	343	19 00				19 00
251	1 80				1 80	344	18 60		50		19 10
252	17 40				17 40	345	6 60	14 00	1 75		23 85
253	14 40	2 00			16 40	346	2 80				2 80
254	14 00	26 00			40 00	347	4 80	4 00	74		9 54
255	9 60	13 00	7 00		29 60	351	8 40				8 40
258	15 20		1 00		16 20	353	12 20	2 00	25		14 45
259	9 00		25		9 25	356	64 00			1 00	65 00
260	7 60				7 60	357	5 60	8 00	50		14 10
261		8 00		1 00	9 00	358	5 00	2 00	1 00	1 00	9 00
262	7 80	14 00	1 00		22 80	362	10 00		50		10 50
264	4 20		1 00		5 20	364	4 60	2 00	25		6 85
265	17 60	12 00	5 00		34 60	366	8 20				8 20

No.	P. C.	Int.	Sup.	But.	Totals.
867	11 20	4 00			15 20
868	6 00				6 00
870	6 00	2 00	75		9 85
871	2 20				2 20
873	5 00				5 00
874	8 00	2 00			10 00
875	1 80	4 00	50		6 80
876			8 75		8 75
878	2 20				2 20
879	8 80	7 00	2 00		17 80
880	4 00	2 00	50		6 50
881	29 00				29 00
882			1 00		1 00
883	6 20		25		6 45
884	7 20	2 00	50		9 70
885	4 40				4 40
888	2 00				2 00
889	7 80	7 00			14 80
892	23 00	23 00			45 00
893	7 20	4 00			11 20
895	5 20				5 20
896	6 40				6 40
897	5 20				5 20
898	8 40	2 00			5 40
899	4 40				4 40
900	8 40				8 40
901	5 00	2 00	25		7 25
902	10 20	2 00			12 20
903	2 80	2 00			4 80
905	18 00	9 00			27 00
906	4 20	4 00	50	50	9 20
907	5 00				5 00
909	8 00		50		4 10
911	2 60	2 00			4 60
913	5 40	5 00	75	10 00	21 15
915	4 60	1 00			5 60
916	80				80
917	2 00	7 00	2 00		11 00
918	2 60		25		2 85
922	5 40	4 00			9 40
923	9 00	4 00	2 50	8 00	18 50
924	16 20	14 00	1 25		31 45
926	8 00		1 00		4 60
928	4 20	2 00			6 20
929	5 00	19 75			24 75
930	2 00	6 00			8 60
931	2 00		50		2 50
932	5 00	6 00			11 00
933	5 00	14 00			19 00
935			25		25
936	7 40	2 00			9 40
937		7 00	7 00		14 00
938		22 00	2 50		24 50
939			75		75
940	4 40	7 00	2 25		18 65
941			4 50		4 50
942		2 00			2 00
943			25		25
944			2 00		2 00
945			2 50		2 50
	\$3,767 85	\$1,096 75	\$216 01	\$31 50	\$5,112 21
Robinson's Key Practical E. W.....					\$10 00
Dues, members G. O.					24 63
Supplies not sold through local unions..					1 15
Buttons not sold through local unions...					14 00

Advertisements and subscriptions to	
E. W.....	106 78
Watch Charms.....	5 00
Loan, Local 187.....	15 00
Total.....	\$5,287 78

Fraternally submitted,

H. W. SHERMAN,

Grand Secretary.

Grand Treasurer's Report for October.

EXPENSES.

Death claim, No. 323, Oliver Evans.....	\$100 00
Death claim, No. 324, Wm. Morgan.....	100 00
Death claim, No. 325, L. Huff.....	100 00
Death claim, No. 326, H. R. Dean.....	100 00
Death claim, No. 327, Wm. Beagle.....	100 00
Death claim, No. 328, Henry Radel.....	100 00
Death claim, No. 329, E. J. Howell.....	100 00
Death claim, No. 330, Alex Campbell....	100 00
Death claim, No. 331, August Walsh.....	100 00
Death claim, No. 332, R. H. Taylor.....	100 00
F. J. Sheehan, general expenses and salary.....	161 45
H. W. Sherman, expenses to San Francisco, Cal.....	115 75
H. W. Sherman, expenses to convention.....	142 80
M. K. Clinton, expenses to convention.....	216 40
Edw. E. Ferry, auditing Secretary and Treasurer's books.....	42 00
F. Estinghausen, expenses to A. F. of L. convention.....	100 00
H. C. Haycock, org. 441, Janesville, Wis.	9 00
P. S. Bixby, org. 440, Grand Rapids, Wis.	7 00
C. Becker, trunk for books.....	11 50
National Seal and Stamp Works, seal..	83 75
F. H. Weaver, treasurer, strike benefits, 112, Louisville, Ky.....	500 00
Mailing Worker for October.....	83 90
Sudwarth Printing Company, printing supplies.....	41 30
Express on convention proceedings....	32 30
Tribune Printing Company, printing....	702 65
Donaldson & Heisley, carpenter work in General Office.....	50 31
H. W. Sherman, salary for October.....	166 00
F. J. Sheehan, salary, three months....	50 00
M. K. Clinton, salary, five weeks.....	90 00
B. I. Surguy, salary, two weeks.....	28 00
F. F. Brown, salary, five weeks.....	65 00
B. B. Goebel, salary, five weeks.....	50 00
I. B. Moore, salary, three weeks.....	30 00
B. H. Goldsmith, salary, five weeks.....	50 00
L. Jackson, salary, two and one-half weeks.....	25 00
A. E. Malone, salary, three weeks.....	30 00
Wm. T. Harris, rent.....	30 00
Postage.....	58 99
H. E. Wilkens Printing Company, printing Electrical Worker, and cuts.....	1,462 46
H. E. Wilkens Printing Company, local union supplies.....	85 00
H. E. Wilkens Printing Company, General Office supplies.....	61 34
Janitor.....	8 00
Office supplies.....	4 75
Express.....	21 29
Telegrams.....	82
	5,527 23

Nov. 1903

RECAPITULATION.

Amount on hand October 1, 1903.....\$15,012 74
Receipts for October..... 5,287 76
Expenses for October..... \$20,800 50
Amount on hand November 1, 1903.....\$14,778 22
Fraternally submitted,
F. J. SHEEHAN,
Grand Treasurer.

ROBINSON'S
KEY FOR THE
PRACTICAL ELECTRICAL WORKER
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Order for

EDISON LAMPS

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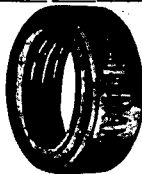
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THE WORKMAN SAYS:

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A GOOD UNION MAN

Will do his work well—and easily, if he
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Locknuts

HE DOES IT GOOD
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Small

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Sure

Smooth



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Pittsburg : : : : Pennsylvania

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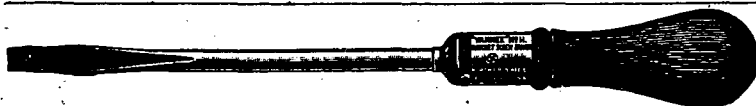
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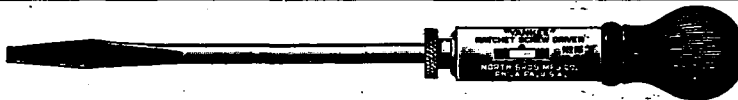
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"Yankee"
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finger turn on blade.



"Yankee"
Spiral Ratchet Screw
Driver.

"Yankee"
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Magazine for Drill
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North Brothers Manufacturing Co., Lehigh Ave. and American St.
PHILADELPHIA, PA.

Nov-1903
P. 62



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<input type="checkbox"/> Architect	<input type="checkbox"/> Elec.-Lighting Supt.	<input type="checkbox"/> Bridge Engineer	<input type="checkbox"/> Show-Card Writer
<input type="checkbox"/> Mechanical Engineer	<input type="checkbox"/> Elec.-Railway Supt.	<input type="checkbox"/> Railroad Engineer	<input type="checkbox"/> Ad Writer
<input type="checkbox"/> Machine Designer	<input type="checkbox"/> Telephone Engineer	<input type="checkbox"/> Surveyor	<input type="checkbox"/> Analytical Chemist
<input type="checkbox"/> Mechanical Draftsman	<input type="checkbox"/> Telegraph Engineer	<input type="checkbox"/> Mining Engineer	<input type="checkbox"/> Sheet-Metal Drafts.
<input type="checkbox"/> Foreman Machinist	<input type="checkbox"/> Wireman	<input type="checkbox"/> Textile-Mill Supt.	<input type="checkbox"/> Ornamental Designer
<input type="checkbox"/> Foreman Toolmaker	<input type="checkbox"/> Dynamo Tender	<input type="checkbox"/> Textile Designer	<input type="checkbox"/> Navigator
<input type="checkbox"/> Foreman Patternm'k'r	<input type="checkbox"/> Motorman	<input type="checkbox"/> Sanitary Engineer	<input type="checkbox"/> Bookkeeper
<input type="checkbox"/> Foreman Molder	<input type="checkbox"/> Steam Engineer	<input type="checkbox"/> Heat. and Vent. Eng.	<input type="checkbox"/> Stenographer
<input type="checkbox"/> Refriger'n Engineer	<input type="checkbox"/> Marine Engineer	<input type="checkbox"/> Contractor and Build.	<input type="checkbox"/> To Speak French
<input type="checkbox"/> Electrical Engineer	<input type="checkbox"/> Civil Engineer	<input type="checkbox"/> Arch. Draftsman	<input type="checkbox"/> To Speak German
<input type="checkbox"/> Elec. Mach. Designer	<input type="checkbox"/> Hydraulic Engineer	<input type="checkbox"/> Commercial Law	<input type="checkbox"/> To Speak Spanish

Name _____ Age _____

Street and No. _____

City _____ State _____

DIRECTORY OF UNIONS

TAKE NOTICE!

This Directory is compiled from the quarterly reports furnished by local secretaries. If your local is not properly classified, it is because no report, or an imperfect one, has been furnished. Local secretaries should promptly report any changes.

Locals are composed of branches of the trade, as per the following signs:

*Mixed. †Linemen. ‡Inside Men.
‡Trimmers. †Cranemen. †Cable Splicers.
?Switch-board Men. ?Shopmen.

†No. 1, St. Louis, Mo.—Meets every Tuesday night at 8 o'clock at Lightstone's Hall, 1028 Franklin avenue. President, W. J. Gilsdorf 8981 N. Twentieth street; recording secretary, Bertram G. Christie, 4342 Kennerly avenue; financial secretary, H. Ellison, 1028 Franklin avenue.

†No. 2, St. Louis, Mo.—Meets Saturday evenings at Electrical Worker's Hall, 1028 Franklin avenue. President, A. Zadwitz, 1905 Ferry street; recording secretary, Jas. Noonan, 8711 La Salle street; financial secretary, John Kline, 1028 Franklin avenue.

†No. 3, New York.—Meets Tuesday and Thursday nights at Brevoort Hall, 154 East Fifty-fourth street. President, F. J. Sweek, 507 E. Fifty-fifth street; recording secretary, Geo. Whitford, 441 East Eighty-third street; financial secretary, M. R. Jarvis, 154 East Fifty-fourth street.

†No. 4, New Orleans, La.—Meets first and third Wednesday evenings at Room No. 2 Odd Fellows Hall, Camp street, between La Fayette and Poydras. President, John H. McLin, 2328 First street; recording secretary, Jacob Seibert, 2741 Conti street; financial secretary, Robert L. Reilly, 2908 Annunciation street.

†No. 5, Pittsburgh, Pa.—Meets every Friday at Electrical Workers' Hall, 802 Grant street. President, T. S. Connelly, 802 Grant street; recording secretary, J. S. Haskins, 802 Grant street; financial secretary, H. Oakland, 802 Grant street.

†No. 6, San Francisco, Cal.—Meets Wednesday night at Alcazar building, 120 O'Farrell street. Headquarters, 27 Sixth street. President, R. G. Alexander, 222 Eddy street; recording secretary, Robt. A. Simons, 518 Diamond street; financial secretary, J. A. De Vecmon, 27 Sixth street.

*No. 7, Springfield Mass.—Meets every Monday at Room 219, Court Square Theater building. President, W. F. Kavanaugh, 221 Sumner street; recording secretary, George D. Beecher, 81 Tyler street; financial secretary, E. S. Thurston, 715 Worthington street.

†No. 8, Toledo, Ohio.—Meets Monday of each week at Friendship Hall, cor. Jefferson and Summit. President, T. R. Davis, 804 Dorr street; recording secretary, G. H. Snyder, 410 Sherman street; financial secretary, J. N. Strub, 1220 Baker street.

†No. 9, Chicago, Ill.—Meets every Saturday night at 198-198 E. Washington street. President, Henry Cullen, 80 Aberdeen street; recording secretary, Jas. L. Collins, 5007 La Salle street; financial secretary, N. Rousseau, 5088 Normal avenue.

*No. 10, Indianapolis, Ind.—Meets every Monday at Morrison's Hall, Circle street. President, C. A. Sales, 1101 River avenue; recording secretary, J. O. Davis, 433 N. Capitol avenue; financial secretary, F. E. Swift, 729 S. Delaware street.

*No. 11, Waterbury, Conn.—Meets every Friday at Carpenters' Hall, Schlitz bldg., Main street. President, P. J. Horgan, New street; recording secretary, G. H. Jenkins, 177 Bank street; financial secretary, R. McKensie, 89 So. Main street.

*No. 12, Pueblo, Colo.—Meets every Friday evening at Trades' Assembly Hall, Main street, between Third and Fourth streets. President, C. C. Emery, P. O. Box 57; recording secretary, H. G. Brown, P. O. Box 70; financial secretary, G. R. Johnson, P. O. Box 70.

*No. 13, El Paso, Tex.—Meets first four Mondays of each month at Masonic Temple, San Antonio street. President, C. A. Gilbert, Box 620; recording secretary, S. A. Milliron, Box 620; financial secretary, J. Blake, Box 620.

†No. 14, Pittsburg, Pa.—Meets every Thursday night at Electrical Workers Hall, 802 Grant street. President, John Scanlon, 802 Grant street; recording secretary, S. D. Young, 802 Grant street; financial secretary, F. J. Willenpart, Upton, near Watt streets.

*No. 15, Jersey City, N. J.—Meets first and third Fridays of each month at Filer's Hall, 831 Pallsade avenue. President, Peter Sorensen, 831 Pallsade avenue, Jersey City; recording secretary, J. J. Byrne, 1814 Washington street, Hoboken; financial secretary, A. H. Wilson, 1218 Park avenue, Hoboken.

*No. 16, Evansville, Ind.—Meets every Thursday night at Private Hall or rooms, 818 1/2 Upper Third street. President, E. L. Mitchell, 608 Upper Eighth street; recording secretary, J. P. Dirheimer, 28 Madison avenue; financial secretary, L. Ed Wilkes, 603 Washington avenue.

†No. 17, Detroit, Mich.—Meets every Monday evening at Johnson's Hall, 84 Monroe avenue. President, Chas. R. Lapworth, 955 Merrick avenue; recording secretary, E. G. Smith, 439 Elmwood avenue; financial secretary, F. W. Stubenvoll, 90 Noble street.

†No. 18, Kansas City, Mo.—Meets every Tuesday evening, at 1838 Grand avenue. President, J. T. Byars, 1819 Norton street; recording secretary, Jack Todhunter, 117 East Thirteenth street; financial secretary, N. Callahan, 114 Olive street.

*No. 19, Atchison, Kans.—Meets second and fourth Fridays, Labor Union Hall, Seventh and Commercial streets. President, J. F. Costellow, Atchison Light Co.; recording secretary, O. B. Gilmore, 614 N. Sixth street; financial secretary, N. H. Coleman, 728 R street.

†No. 20, New York City.—Meets every Tuesday night at Military Hall, 196 Bowery. President, P. McLaughlin, New York avenue and Winthrop street, Brooklyn; recording secretary, F. Curtin, 193 Bowery; financial secretary, T. J. Convery, 193 Bowery.

†No. 21, Philadelphia, Pa.—Meets every Friday at Elks' Hall, 232 North Ninth street. President, H. C. McClanahan, 500 Race street; recording secretary, Ed. Ferry, 841 East Churchlane street; financial secretary, E. E. Collier, 1230 Ogden street.

†No. 22, Omaha, Nebr.—Meets every Wednesday evening at Labor Temple, Fifteenth and Dodge streets. President, Chas. Granden, 1502 N. Nineteenth street; recording secretary, H. P. Kerr, 245 N. Nineteenth street; financial secretary, J. Corr, 4123 No. Twenty-fourth street.

*No. 23, St. Paul, Minn.—Meets first and third Mondays at Federation Hall, Third and Wabasha streets. President, W. F. Schoeneman, 1111 Goff avenue west, St. Paul; recording secretary, C. W. Berryman, 650 Rice street; financial secretary, H. H. Tubbersing, 447 West Central avenue.

†No. 24, Minneapolis, Minn.—Meets second and fourth Tuesdays at Union Temple, 28 So. Washington avenue. President, L. Foss, 616 Nineteenth avenue, south; recording secretary, Frank Flanagan, 48 Fourth street, south; financial secretary, J. J. Reynolds, 2316 Fourth avenue, south.

*No. 25, Terre Haute, Ind.—Meets every Thursday at C. L. U. Hall, 628 Wabash avenue. President, F. Morgan, 662 Oak street; recording secretary, Dean Bostick, 510 Walnut Street; financial secretary, Lee Dickerson, 508 South Thirteenth street.

†No. 26, Washington, D.C.—Meets every Thursday, corner Sixth and G streets, N. W. President, E. Nothnagel, 1415 5th street, Northwest; recording secretary, S. F. Adams, 724 Eighteenth st. Northwest; financial secretary, A. Longprey, 1839 Eighth st., Northwest.

†No. 27, Baltimore, Md.—Meets every Monday evening at Border State Bank building, Park

avenue and Fayette street. President, A. Rutledge, 718 St. German street; recording secretary, G. W. Spillman, 1219 Carroll street; financial secretary, J. Connelly, 1728 N. Bond street.

†No. 28, Baltimore, Md.—Meets every Thursday at 8 p. m. at 508 East Baltimore street. President, W. W. Davis, 505 N. Monroe street; recording secretary, W. S. Derden, 1120 N. Carey street; financial secretary, Geo. J. Schmidt, 241 Milton avenue.

*No. 29, Trenton, N. J.—Meets every Tuesday evening at Ribsam building, corner Front and Broad streets; fourth floor; take elevator. President, Geo. Proffat, 383 Academy street; recording secretary, J. Lloyd Trask, 165 E. Front street; financial secretary, F. L. Morris, 223 N. Broad street.

†No. 30, Cincinnati, Ohio.—Meets every second and fourth Wednesday at Cosmopolitan Hall, 1818 Vine street. President, Virgil Burbridge, 1787 Denham street; recording secretary, Fred. Seidel, 2322 Harrison avenue; financial secretary, C. A. Palmer, 4223 Cherry street.

*No. 31, Duluth, Minn.—Meets first, third and fifth Thursdays at Bricklayers' Hall, 221 West Superior street. President, E. A. Nelson, Duluth; recording secretary, C. W. Higgins, 418 8th ave. west; financial secretary, W. L. Otis, 114 South 15th ave., east.

*No. 32, Lima, Ohio.—Meets first and third Tuesdays at Donse Hall, South Main street. President, O. G. Snyder, Bluffton, Ohio; recording secretary, W. C. Holmes, 110 Harrison avenue, Lima, Ohio; financial secretary, E. Kraus, 808½ E. Wayne street, Lima.

*No. 33, New Castle, Pa.—Meets every Wednesday night at G. A. R. Hall, corner of East and Washington streets. President, John G. Davis, 59 Walnut street; recording secretary, F. D. Kingsley, 68 Pearson street; financial secretary, F. L. Runkle, 359 Cunningham avenue.

†No. 34, Peoria, Ill.—Meets first and third Mondays at Pettitt's Hall, 209 Liberty street. President, Geo. Akers, 1803 Lincoln avenue; recording secretary, R. W. Marlatt, 183 Irving street; financial secretary, E. Peek, 516 N. Perry avenue.

*No. 35, Massillon, Ohio.—Meets second and fourth Wednesdays at Trades' and Labor Assembly Hall, McAymonds Block. President, F. F. Flickinger, 188 Richville avenue; recording secretary, R. S. Hardgrove, 22 E. Charles street; financial secretary, A. Shorb, 882 West Tremont street.

†No. 36, Sacramento, Cal.—Meets Friday night at 1019 J street. President, F. O. Hutton, 2626 M street; recording secretary, W. H. Eastman, 918 K street; financial secretary, J. Noonan, 1120 Twentieth street.

†No. 37, Hartford, Conn.—Meets every Thursday in Foster Block, Room 10, corner Asylum and Ann streets. President, J. W. Condon, 32 Lewis street; recording secretary, James Lynch, 32 Allyn street; financial secretary, Maurice Collins, 32 Allyn street.

†No. 38, Cleveland, Ohio.—Meets every Tuesday at Foresters' Hall, 223 Champlain street. President, R. W. McIntyre, 176 Lakewood avenue; recording secretary, Wm. J. Young, 390 Prospect street; financial secretary, Frank Etinghausen, 33 Prospect street.

*No. 39, Cleveland, Ohio.—Meets every Thursday at Arch Hall, 893 Ontario street. President, Dan Stevens, 78 Irvington street; recording secretary, Geo. H. Gleason, 83 Prospect street; financial secretary, Frank J. Sullivan, 83 Prospect street.

*No. 40, St. Joseph, Mo.—Meets Wednesday at A. O. U. W. Hall, 8th and Locust streets. President, Charles A. Waller, City Plant, Fifth and Olive streets; recording secretary, Wm. Dorsel, 1710 Calhoun street; financial secretary, Chas. B. Ellis, 1202 North Third street.

†No. 41, Buffalo, N. Y.—Meets every Thursday at Council Hall, cor. E. Huron and Ellicott streets. President, G. A. Hurst, 561 Oak street; recording secretary, H. Boheme, 370 Prospect avenue; financial secretary, L. Wiperman, 164 Peach street.

†No. 42, Utica, N. Y.—Meets first and third Fridays at Labor Temple, 18 Hotel street. President, A. Durr, 8 Louisa street; recording secretary, C. R. Stringer, 22 Cornelia street; financial secretary, Geo. Brumfield, 38 Cooper street.

†No. 43, Syracuse, N. Y.—Meets Fridays at Bartenders' Hall, Empire Block, West Genesee street. President, H. J. Leary, 208 McAllister avenue; recording secretary, Jas. Andrews, 518 N. Salina street; financial secretary, John Kerwin, 108 Belmont avenue.

*No. 44, Rochester, N. Y.—Meets every other Wednesday at Electrical Workers' Hall, 26 State street. President, P. J. Brennan, No. 42 Bartlett street; recording secretary, F. C. Gunsaul, 30 University avenue; financial secretary, W. G. Carroll, 120½ Monroe avenue.

†No. 45, Buffalo, N. Y.—Meets second and fourth Saturdays at Schwartz's Hall, corner Goodell and Washington streets. President, James Shane, 78 South Division street; recording secretary, C. W. Brown, 120 Demond Place; financial secretary, J. E. McCadden, 256 Seventh street.

†No. 46, Lowell, Mass.—Meets every Thursday evening at Engineers' Hall, Wyman's Ex. building, Central and Merrimac streets. President, Geo. W. Conant; recording secretary, Geo. Smith; financial secretary, G. C. Smith, 104 So. Whipple street.

*No. 47, Sioux City, Iowa.—Meets every first and third Wednesday at Room 424, Toy Block, corner Fourth and Jackson streets. President, L. Maher, 612 West Ninth street; recording secretary, F. G. Smith, 910 Douglass street; financial secretary, C. A. Biggins, 1623 Omaha street.

*No. 48, Richmond, Va.—Meets every Wednesday night at Enett's Hall, Fifth and Marshall streets. President, D. M. Page, Box 61, Richmond, Va.; recording secretary, F. A. Fry, 608½ China street; financial secretary, J. C. Wheat, 1018 Taylor street.

†No. 49, Chicago, Ill.—Meets first and third Wednesdays, at Electrical Workers' Hall, 196-198 Washington street. President, Alex. McGregor, 1307 Tripp avenue; recording secretary, C. Cornell, 832 West Erie street; financial secretary pro tem, J. C. Jensen, 5841 Shields avenue.

*No. 50, Belleville, Ill.—Meets second and fourth Tuesdays at Antlers' Hall, A and Spring streets. President, Henry Christian, 103 East Main street; recording secretary, James Workman, 117 South Church street; financial secretary, F. W. Stark, 519 East C street.

†No. 51, Reading, Pa.—Meets First Sunday, second and fourth Tuesdays at 504 N. 10th street. President, C. Lyons, 842 South Fourth street; recording secretary, E. Arrowsmith, 504 North Tenth street; financial secretary, E. Arrowsmith, 504 North Tenth street.

†No. 52, Newark, N. J.—Meets Monday nights at Electrical Workers' Hall, 236 Washington street. President, Adolph Raube, 109 Patterson street, Harris, N. J.; recording secretary, John J. Plunkett, 18 Kossuth street; financial secretary, Edward L. Beatty, 304 S. Ninth street.

*No. 53, Harrisburg, Pa.—Meets every Thursday at Holtsman's Cigar Store, 31 South Market street. President, George B. Ehler, 331 Myrtle avenue; recording secretary, Charles S. Ebersole, 183 South Fourteenth street; financial secretary, Carl A. E. Andersen, 46 Summit street.

*No. 54, Columbus, Ohio.—Meets second and fourth Wednesdays at Trades' and Labor Assembly Hall, 121½ East Town street. President, William Edington, 612 West Broad street; recording secretary, D. C. Hagerty, 1100 Summit street; financial secretary, J. A. Pilger, 2496 Medary avenue.

*No. 55, Des Moines, Iowa.—Meets every Thursday night at Trades' and Labor Assembly Hall, between Seventh and Eighth on Locust street. President, Owin MacCurrier, 1311 East Walnut street; recording secretary, Harry Frazy, 950 Fifth street; financial secretary, Charles Ladin, Thirty-eighth and Woodland avenue.

*No. 56, Erie, Pa.—Meets first, third, and fifth Mondays at C. M. B. A. Hall, 721 State street. President, H. M. Kistner, Moore House; recording secretary, Jas. Higgins, East Fourth street;

financial secretary, Jas. J. Reid, 1309 Sassafras street.

†No. 57, Salt Lake City, Utah.—Meets every Thursday evening at Electrical Workers' Hall, 11 West First street, South. President, Robert A. Guire, Box 402; recording secretary, James Gardner, 837 Constitution Block; financial secretary, Ed. Williams, Box 402.

*No. 58, Niagara Falls, N. Y.—Every Friday at Mayle Hall, 723 Third street. President, William Watts, 1629 Whirlpool street; recording secretary, H. W. Davis, 2202 Main street; financial secretary, C. P. Mingay, 1202 Center avenue.

†No. 59, St. Louis, Mo.—Meets Mondays at 8 p. m. at Lightstone's Hall, 1028 Franklin avenue. President, M. A. P. Walsh, 8962 N. Market street; recording secretary, W. D. McSorley, 1448 North Twenty-first street; financial secretary, Thos. Cahill, 1331 North Jefferson avenue.

*No. 60, San Antonio, Tex.—Meets first and third Saturdays, at K. of P. Hall, Alamo Plaza. President, J. P. Broderick, 722 South Pine street; recording secretary, W. White, City Hall; financial secretary, John Thompson, 319 Lubock street.

†No. 61, Los Angeles, Cal.—Meets every Thursday at Council of Labor Hall, 483½ South Spring street. President, M. B. Davidson, University Station; recording secretary, G. Wardman, 342½ South Tremont street; financial secretary, S. D. Voerhees, 124 East Third street.

*No. 62, Youngstown, Ohio.—Meets first and third Tuesdays at Finn's Hall, northwest corner of Public Square. President, F. C. Fraunfelder, Commercial Hotel; recording secretary, T. P. Edmunds, 322 North avenue; financial secretary, C. A. Onstott, 618 Covington street.

*No. 63, Warren, Pa.—Meets first and third Wednesdays at D. O. H. Hall, corner Second and Liberty streets. President, John Burns, New York and Pennsylvania Tel. Co., Warren, Pa.; recording secretary, C. W. Simpson, Warren, Pa.; financial secretary, N. H. Spencer, Warren, Pa.

†No. 64, Youngstown, Ohio.—Meets Wednesdays at Finn Hall, Public square. President, David Maloney, Woodland avenue; financial secretary, W. H. Griffith, 516 Griffith street.

*No. 65, Butte, Mont.—Meets first and third Saturdays at I. O. G. T. Hall, West Broadway. President, L. E. Woodworth, P. O. Box 846; recording and financial secretary, F. W. Cochrane, P. O. Box 846.

*No. 66, Houston, Tex.—Meets first and third Wednesdays at Labor Hall, corner Preston and Caroline streets. President, J. H. Shipp, 1010 Prairie avenue; recording secretary, J. A. Woolfrom, 1209 Edwards street; financial secretary, Thos. M. Flavin, 2702 Runnels avenue.

*No. 67, Quincy, Ill.—Meets second and fourth Thursday at Trade and Labor Hall, 819 Main street. President, L. S. Hull, 1815 Vermont street; recording secretary, F. G. Ernest, 328 Madison street; financial secretary, J. W. Redmond, 543 South Fourth street.

†No. 68, Denver, Colo.—Meets every Monday at 218 Charles Block, Fifteenth and Curtis streets. President, T. T. Miller, 444 South Tenth street; recording secretary, F. J. Schallert, P. O. Box 614; financial secretary, C. A. Nickerson, P. O. Box 614.

†No. 69, Dallas, Tex.—Meets every Thursday night at Labor Temple, 314 Elm street. President, Geo. W. Reeves, Lion Hotel; recording secretary, J. P. Caughtry, 178 Caleb street; financial secretary, J. P. Conner, Union Depot Hotel.

*No. 70, Cripple Creek, Colo.—Meets every Wednesday at Electrical Workers' Hall, Fairley & Lampman block. President, T. N. Jones, Box 684; recording secretary, Chas. Salstrom, Box 684; financial secretary, E. P. Steen, Box 684.

†No. 71, Lancaster, Pa.—Meets every Sunday morning at 9:30 in Central Labor Union Hall, South Queen and Mifflin streets. President, James W. Brann, 315 W. Jones street; recording secretary, Wm. R. Blair, 341 E. Walnut street; financial secretary, R. E. L. Tomlin, 472 Fremont street.

*No. 72, Waco, Tex.—Meets second and fourth

Saturday nights at Labor Hall, Sixth and Franklin streets. President, J. P. Blystone, 618 Novcity street; recording secretary, F. B. Workman, 805 Franklin street; financial secretary, J. E. Caple, 411 Washington street.

*No. 73, Spokane, Wash.—Meets every Monday Central Labor Hall, First and Post streets. President, W. A. Davis, South Post, between Third and Fourth streets; recording secretary, M. McCain, 1508 Mallon avenue; financial secretary, D. W. Eberlin, 2614 E. Sixth street.

*No. 74, Waco, Minn.—Meets first and third Thursdays at Superintendent of Fire Alarms Building, Lafayette street, between Third and Fourth streets. President, George Morrison, 174 East Fifth street; recording secretary, John P. Fromm, 467 East Fourth street; financial secretary, H. B. Kline, 519 Olmstead street.

†No. 75, Grand Rapids, Mich.—Meets second and fourth Tuesdays at C. L. U. Hall, No. 234 Canal street. President, A. E. Clark, 125 Gold street; recording secretary, F. J. Dickerson, 24 School street; financial secretary, J. Maskel, 99 James street.

*No. 76, Tacoma, Wash.—Meets first and third Saturdays in Mason Block, 19th and A streets. President, L. T. Runk, 1210 S. Yakima avenue; recording secretary, W. A. Treusdale, 3701 South M street; financial secretary, C. A. Young, 4110 S. Yakima avenue.

†No. 77, Seattle, Wash.—Meets every Wednesday at Masonic Building, Second avenue and Pike streets. President, James M. Bateman, 6806 Latona avenue Green Lake; financial secretary, L. J. Thaller, 2002 Boren avenue; recording secretary, A. Gordon, 2724 Madison street.

†No. 78, Chicago, Ill.—Meets first and third Fridays at I. B. E. W. Hall, 196 East Washington street. President, H. J. Bayard, 722 East Forty-second street; recording secretary, Pat McDonnell, 119 West Van Buren street; financial secretary, G. H. Foltz, 975 Clifton Park avenue.

†No. 79, Syracuse, N. Y.—Meets first and third Mondays at Myers' Hall, corner of East Genesee and Montgomery streets. President, Edward Gyatt, 805 McBride street; recording secretary, Cornelius O'Connor, 508 Hawley avenue; financial secretary, V. S. Whitney, 238 West Onondaga street.

*No. 80, Norfolk, Va.—Meets every Tuesday at Electrical Worker's Hall, 268 Main street. President, F. R. Pitt, P. O. Box 232; recording secretary, F. W. Walker, P. O. Box 232; financial secretary, Edwin E. Mathews, P. O. Box 232.

*No. 81, Scranton, Pa.—Meets second and fourth Monday at 230 Lackawana avenue. President, D. Lavery, 318 Mulberry street; recording secretary, Wm. W. Luce, 208 S. Hyde Park; financial secretary, T. B. Sturdevant, 305 Cedar avenue.

†No. 82, Henderson, Ky.—Meets first and third Tuesdays in each month in Powers' Hall, First street. President, A. F. Braum, Youngbecker Hotel; recording secretary, W. D. Johnson, Henderson, Tel. and Telg. Co.; financial secretary, A. J. Quinn, 318 N. Elm street.

*No. 83, Milwaukee, Wis.—Meets every Friday at Lipp's Hall, corner Third and Prairie streets. President, Wm. Brazell, 384 Cass street; recording secretary, George S. Baird, 704 Broadway; financial secretary, Nick Daleiden, 839 Thirty-sixth street.

*No. 84, Atlanta, Ga.—Meets every Tuesday in Webb Pressmen's Hall, 23½ South Broad street. President, C. J. Stroud, 25 Buena Vista street; recording secretary, J. H. Carlile, 171 Haynes street; financial secretary, A. R. Rogers, 421 Central avenue.

*No. 85, Sault Ste. Marie, Ontario, Can.—Meets every second and fourth Thursday at Turner Block, Queen and Brock streets, Northwest. President, R. C. Duffin, Sault Ste. Marie, Ont.; recording secretary, H. Lamberton, Sault Ste. Marie, West P. O.; financial secretary, R. B. Johnston, P. O. Box 470, Sault Ste. Marie Ont.

†No. 86, Rochester, N. Y.—Meets every Monday at Electrical Workers' Hall, 86 State street. President, W. V. Johnson, 49 Hudson street; recording secretary, H. E. Erhardt, 15 Lamber-

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ton Block; financial secretary, C. Warder, 238 Tremont street.

†No. 87, Newark, N. J.—Meets every Friday at Electrical Workers' Hall, 236 Washington street. President, Thos. Dunn, 81 Ferry street; recording secretary, Jas. Curran, 76 W. Jersey street, Elizabeth, N. J.; financial secretary, W. McDonald, 218 High street, Orange, N. J.

*No. 88, Savannah, Ga.—Meets every Monday at Odd Fellows Hall, corner Whitaker and President streets. President, M. L. Walton, 218 Liberty, W.; recording secretary, F. Cappelmann, 907 Jefferson street; financial secretary, T. J. Brickman, 40 Drayton street.

*No. 89, Akron, Ohio.—Meets first and third Thursday nights at Bricklayers' Hall, 166 South Main street. President, George Burgoon, 145 Benjamin street; recording secretary, F. F. Loomis, 111 Viaduct; financial secretary, Fred Blen, 126 Dayton street.

†No. 90, New Haven, Conn.—Meets every Saturday evening at Forester's Hall, 781 Chapel street. President, Sam'l Johnson, care Postal Tel. Cable Co.; recording secretary, John White, 83 First ave., West Haven; financial secretary, Frank Tanner, 156 Congress avenue.

*No. 91, Easton, Pa.—Meets second and fourth Friday nights at Easton Journal Building, Church street between Sitgreaves and North Third streets. President, George Strouse, Summit avenue, Phillipsburg N. J.; recording secretary, T. A. Martin, 308 Wilkesbarre street; financial secretary, W. C. Pearce, 40 Wilkesbarre street.

*No. 92, Hornellsville, N. Y.—Meets second and fourth Saturdays at 8 P. M., B. of P. T. Hall, Arcade Building, Broad street. President, C. M. Kelly, 88 Broad street; recording secretary, Max Lundregan, 88 Broad street; financial secretary, H. S. Brown, Krille Tel. Co.

*No. 93, East Liverpool, O.—Meets second and fourth Tuesday of each month at Red Men's Hall, West Market street. President, R. C. Baxter, 178 Monroe street; recording secretary, Daniel Dickson, 255 Fifth street; financial secretary, J. R. Williams, 260 Fifth streets.

*No. 94, Kewanee, Ill.—Meets second and fourth Saturday nights each month at Federation Hall, 218 N. Tremont street. President, James Tye, Kewanee, Ill.; recording secretary, William H. Finley, 404 Rice street; financial secretary, Frank A. Hyde, 429 S. Tremont street.

*No. 95, Joplin, Mo.—Meets every Thursday night at Labor Hall, Sixth and Wall streets. President, L. L. Haggard, 508 Amanda avenue; financial secretary, Chas. Nelson, Box 461.

*No. 96, Worcester, Mass.—Meets every Monday at Piper Block, Room 19, 419 Main street. President, L. D. Bull, Room 19, 419 Main street; recording secretary, W. D. Kendall, 21 Benefit street; financial secretary, S. A. Strout, 419 Main street.

*No. 97, Mt. Vernon, O.—Meets every first and third Saturday night, at Quindaro, I. O. O. F. Hall, South Main street. President, J. C. Jacobs, 103 Coshocton avenue; recording secretary, E. W. Breece, 215 East Harnhawk street; financial secretary, C. R. Appleton, 104 South Catherine street.

†No. 98, Philadelphia, Pa.—Meets every Tuesday night at Elks' Hall, 232 N. Ninth street. President, Jas. S. Mead, 118 Noble street; Philadelphia, Pa.; recording secretary, Louis S. Fowler, 27 North Larson street, Philadelphia, Pa.; financial secretary, W. A. J. Guscott 1321 Arch street, business agent's office, Philadelphia, Pa.

*No. 99, Providence, R. I.—Meets every Monday night at Hanley Hall, 63 Washington street. President, A. W. Seavey, No. 1 Falcon street; recording secretary, R. A. Ripley, 1 North Court street; financial secretary, Chas. F. Smith, 88 East street.

*No. 100, Jacksonville, Fla.—Meets Tuesdays at Tobl's Hall, Bay street, corner Ocean. President, C. H. Bradford, 702 W. Adams; recording secretary, W. B. Morehead, 422 W. Church street; financial secretary, S. B. Kitchen, 722 W. Monroe street.

†No. 101, Middletown, N. Y.—Meets first and third Thursday night at 8 p. m. at Middle-wn,

N. Y., King and Center street. President, Frank J. Schaefer, 80 Cottage street; recording secretary, J. V. Callaghan, 87 Beattie avenue; financial secretary, C. J. Cunningham, 6 Knapp avenue.

†No. 102, Paterson, N. J.—Meets every Thursday evening at Helvetia Hall, 56 Van Houten street. President, Frank H. Hopper, 50 Haledon avenue; recording secretary, E. J. Clancy, Helvetia Hall; financial secretary, C. A. Hill, 20 Manchester avenue.

†No. 103, Boston, Mass.—Meets every Wednesday at Dexter Hall, 987 Washington street. President, John F. Costello, 177 Emerson street, South Boston; recording secretary, W. H. Sullivan 177 Emerson street, South Boston. E. H. Chase, 19 Allston Square, Allston, Mass.;

†No. 104, Boston, Mass.—Meets every Tuesday at Appleton Hall, 9 Appleton street. President, Michael Birmingham, 18 Eastburn street, Brighton, Mass.; recording secretary, John A. McInnis, 4 Auburn Place, Roxbury, Mass.; financial secretary, Leod MacLeod, 107 Main street, Winchester, Mass.

*No. 105, Hamilton, Ont.—Meets second and fourth Thursday at Trades and Labor Hall, 17 Main street, East. President, C. Fry, 114 North Ferguson avenue; recording secretary, Wm. Wilson, 211 Wentworth street; financial secretary, Jas. Donaldson, 109 Maria street.

*No. 106, Jamestown, N. Y.—Meets Monday evening at Warner Block, Room 9, second floor. President, W. J. Bell, Hotel Ellicott; recording secretary, George H. Leburg, 802 East Second street; financial secretary, Wm. J. Torrey, 44 Park street, Jamestown, N. Y.

*No. 107, Pittsburg, Kans.—Meets every Tuesday at Schrieblbine Hall, Sixth and Broadway. President, Scott McCollum; financial secretary, George E. Dickerson, Home Telephone Co.

*No. 108, Tampa, Fla.—Meets every Monday night at Kraus Hall, 619½ Franklin street. President, George A. Bartholomew, 108 Cass street; recording secretary, W. M. Baker, P. O. Box 67; financial secretary, John F. Vaughan, W. Twelfth ave. and E street.

*No. 109, Davenport, Iowa.—Meets first and third Tuesdays at Lahrman's hall, Second and Ripley streets. President, W. A. Thomas, 1112 Ripley street; recording secretary, Ed. Love, 118½ West Second street; financial secretary, Jas. Dallmer, 202 East Fifth street.

*No. 110, Sandusky, Ohio.—Meets first and third Friday nights at Fusch's Hall, corner of Monroe and Fulton streets. President, C. McNeal, Jefferson street; recording secretary, Wm. Windisch, 506 Pearl street; financial secretary, Chas. Littleton, 821 Scott street.

*No. 111, Honolulu, Hawaii.—Meets first and third Thursdays at 7.30 p. m., Brooklyn Hall, Alaken between Queen and Merchant streets. President, Carl M. Taylor, Box 661; recording secretary, John Trueman, Hawaiian Electric Co.; financial secretary, A. R. G. McCormick, 1124 Adams Lane.

†No. 112, Louisville, Ky.—Meets every Tuesday night at Germania Hall, Jefferson street, between First and Second streets. President, L. Coon, 137 Twentieth street; recording secretary, H. M. Rowlett, R. F. D. No. 2; financial secretary, F. H. Weaver, 738 Washington street.

†No. 113, Colorado Springs, Colo.—Meets every Friday at A. O. H. Hall, over Voorhees' store, 22 South Tejon street. President, Frank Graham, 103 Summitt street; recording and financial secretary, Wm. E. Waldron, Box 746, Colorado City, Col.

†No. 114, Toronto, Can.—Meets first and third Wednesdays at Temple Building, corner Bay and Richmond streets. President, W. J. Middleton, F. Shaftsbury avenue; recording secretary, W. 18 Partello, 24 Louisa street; financial secretary, G. C. Beckett, 61 Duke street.

*No. 115, Austin, Tex.—Meets second and fourth Wednesdays at Trades Council Hall, over 1000 Cong. avenue. President, P. G. Johnson, 202 W. 8th street; recording secretary, G. T. Dunaway, 202 W. 8th street; financial secretary, Bailey B. Beard, 202 W. 8th street.

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†No. 116, Los Angeles, Cal.—Meets every Tuesday at Brents Hall, 647 South Spring street. President, E. Sterna, 1124 West Twenty-first street; recording secretary, W. H. Williams, 624 B Terme street; financial secretary, H. M. Scott, 547 Kickett street.

*No. 117, Elgin, Ill.—Meets first and third Thursday, at Trades Council Hall, 102 Douglas avenue. President, I. O. Burney, 316 North Crystal street; recording secretary, T. H. Bryson, 226 Wellington avenue; financial secretary, T. C. Wetmore, 411 Du Page street.

*No. 118, Dayton, O.—Meets Thursday nights at Delster Post Hall, 26 North Main street. President, O. M. Biko, 128 East Fourth street; recording secretary, Geo. Settell, 20½ W. Fifth street; financial secretary, J. W. Hoyt, 2 E. Stanley street.

†No. 119, Brooklyn, N. Y.—Meets every Wednesday at 579 Bridge street. President, A. K. Atherton, 20 Seventh avenue; recording secretary, H. W. Roland, 634 Bergen street; financial secretary, A. E. Funnell, 21 Shephard avenue.

*No. 120, London, Ont.—Meets third Tuesday in each month at Oriental Hall, Clarence street. President, G. Upshall, 509 William street; recording secretary, L. R. Folley, 189 Wellington street; financial secretary, James G. Rushton, 12 Napier street.

†No. 121, Denver, Col.—Meets every Wednesday at Charles Bldg., room 202, Fifteenth and Curtis streets. President, B. P. Kernahan, 1800 West Colfax; recording secretary, E. V. Wilson, 707 Fourteenth street; financial secretary, R. C. Easton, 2308 Washington avenue.

*No. 122, Great Falls, Mont.—Meets every Thursday, at Laundry Workers Hall, Sixteenth and Second streets north. President, Wm. P. Benson, Box 885; recording secretary, Silas Smith, Box 885; financial secretary, E. W. Frost, Box 885.

*No. 123, Wilmington, N. C.—Meets every Wednesday night at National Bank Building, Front and Princess streets. President, J. Womack, Wilmington, N. C.; recording secretary, E. C. Yarbrough, Wilmington; financial secretary, E. E. Vickers, 313 North Front street.

*No. 124, Galveston, Tex.—Meets second and fourth Fridays at Cooks' and Waiters' Hall, 307½ Tremont street. President, Joe Cohen, 18 Post Office street; recording secretary, Ed. F. Parks, Atlanta Hotel; financial secretary, Louis Tschumy, 1805 Post Office street.

*No. 125, Portland, Ore.—Meets every Wednesday at No. 234½ Morrison street. President, F. Elehebe, 44 Seventh street; recording secretary, C. F. Canfield, 129 Tenth street; financial secretary, Thos. Synnott, 163 Fourth street.

*No. 126, Little Rock, Ark.—Meets first and third Tuesday, at Labor Temple, Markham and Main streets. President, A. D. McConnell, 117 West Fourth street; recording secretary, E. T. Reynolds, 1422 Battery street; financial secretary, T. M. Kelly, 2003 Scott street.

†No. 127, New Rochelle, N. Y.—Meets second and last Friday in each month at 18 Lawton street. President, R. K. Johnson, 18 Lawton street, New Rochelle, N. Y.; recording secretary, E. P. Byrnes, Larchmont, N. Y.; financial secretary, H. B. Miller, 47 Gulon Place, New Rochelle, N. Y.

*No. 128, Alton, Ill.—Meets every first and third Wednesday at Squire Nathan's office, Second and Market streets. President, A. Foster, 511 Market street; recording secretary, Joe Z. White, 613 Belle street; financial secretary, Chas. B. Davis, 517 State street.

*No. 129, Nashville, Tenn.—Meets every Saturday night at Labor Advocate Hall. President, C. Snider, 301 Church street; recording secretary, D. R. Johnson, 301 Church street.

†No. 130, New Orleans, La.—Meets every Thursday at Carpenter's Union hall, 423 St. Charles street. President, Wm. Fisher, 615 Third street; recording secretary, A. T. Whitley, 2711 Washington avenue; financial secretary, A. Warner, 1025 Gen. Taylor street.

†No. 131, Traverse City, Mich.—Meets second and fourth Tuesdays in month in Central Labor Hall, corner Union and State streets. President, I. L.

Cook, Traverse City, Mich.; recording secretary, H. E. Maillat, City Tel. Co., Traverse City, Mich.; financial secretary, Frank Alvord, 314 S. Division street, Traverse City, Mich.

†No. 132, South Bend, Ind.—Meets every two weeks on Monday evenings at Central Labor Hall, South Michigan street. President, J. E. Perry, 318 South Michigan street; recording secretary, C. C. Miller, Home Tel. Co.; financial secretary, N. J. Shoemaker, P. O. Box 808.

†No. 133, Detroit, Mich.—Meets every Wednesday night at Johnston's Hall, 24 Munroe avenue. President, L. A. Berg, 164 Locust street; recording secretary, S. C. Wilson, 122 W. Milwaukee avenue; financial secretary, W. F. Tewabury, 274 Porter street.

†No. 134, Chicago, Ill.—Meets every Thursday night at 196 East Washington street. President, Chas. L. White, 981 Monticello avenue; recording secretary, George O. Johnson, 1250 West Van Buren street; financial secretary, J. B. Wilson, 196 Washington street; business agent John H. Maloney, 196 Washington street.

*No. 135, La Crosse, Wis.—Meets every second and fourth Fridays of each month at Mallin Hall, South Fourth street. President, M. Pendergast, 796 S. State street; recording secretary, Charles A. Dittman, 315 North Tenth street; financial secretary, Charles H. Yates, 682 North Eighth street.

*No. 136, Birmingham, Ala.—Meets every Friday at Paperhangers' Hall, 2323½ First avenue. President, J. O. B. Vincent; recording secretary, T. O. James; financial secretary, F. S. Williamson, 600 John street.

†No. 137, Albany, N. Y.—Meets second and last Tuesdays of month at Hudson avenue and Broadway. President, Benj. B. Smith, 319 Clinton avenue; recording secretary, Jas. H. Crook, 173 Livingston avenue; financial secretary, J. A. Ryan, 25 Catherine street.

*No. 138, Fort Wayne, Ind.—Meets first and third Thursdays, at Carpenter's Hall, corner Clinton and Berry streets. President, D. Mullen, 200 N. Barr street; recording secretary, E. J. Fisher, 127 East Washington street; financial secretary, H. E. Winsland, 214 Spy Run avenue.

*No. 139, Elmira, N. Y.—Meets second and fourth Sundays at Federation of Labor Hall, 372 Carroll street. President, H. D. Pitcher, 417 East Market street; recording secretary, J. C. Marvin, 609 East Church street; financial secretary, J. K. Packard, 372 West Fifth street.

*No. 140, Schenectady, N. Y.—Meets first and third Wednesdays at Carpenter's Hall, State street. President, G. W. Colony, No. 8 Washington avenue; recording secretary, Guy S. Neudamaker, No. 8 Front street; financial secretary, Bert S. Reid, 512 Smith street.

†No. 141, Wheeling, W. Va.—Meets every Wednesday at Peabody Building, Room 207, Market street, between Eleventh and Twelfth streets. President, William Bumgarner, 55 Twelfth street; recording secretary, Eugene Hagan, 730 Market street; financial secretary, I. R. Ullom, corner Twenty-second and Jacob streets.

†No. 142, Wheeling, W. Va.—Meets every Monday night at 7.30, Electrical Workers' Hall, Peabody Building, Room 207, Market street. President, Ed. Johnson, 1024 Chapline street; recording secretary, Geo. Wey, 189 Fifteenth street; financial secretary, W. A. Kent, 107 Ohio street.

*No. 143, Ashtabula, O.—Meets second and fourth Mondays, at C. L. U. Hall, Newbury Block, corner Main and Center streets. President, S. D. Eckler, 15 Tyler avenue; recording secretary, C. A. Amy, 17 Sycamore street; financial secretary, O. Meyers, 5 Taylor avenue.

*No. 144, Wichita, Kan.—Meets every Thursday night at Red Men's Hall, 400 East Douglas. President, S. O. Pratt, 710 S. Market street; recording secretary, Louis McVay, Ind. Tel. Co.; financial secretary, B. L. Cushman, 606 S. Emporia street.

*No. 145, Saginaw, Mich.—Meets Wednesday night at Engineer's Hall, 218 Genesee avenue. President, Peter Derome, 710 Holden street; recording secretary, Charles Hillman, 1502 James avenue; financial secretary, Ross Blankerts, 2307 South Washington street.

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*No. 146, Bridgeport, Conn.—Meets Wednesday night at 1106 Main street. President, J. T. Rooney, 16 Housatonic avenue; recording secretary, J. W. Peck, 445 Poplar street; financial secretary, F. J. Quinlan, P. O. Box 685.

*No. 147, Anderson, Ind.—Meets every Friday night at Bricklayer's Hall, 909 Main street. President, Jos. T. Griffin, 1022 Main street; recording secretary, Edgar Lindsay, Harter House; financial secretary, C. H. Farrell, 1022 Main street.

†No. 148, Washington, D. C.—Meets Saturday night at Royal Hall, corner Seventh and N streets northwest. President, O. E. Lewis, 807 Eighth street northwest; recording secretary, I. H. Ware, 1845 Pennsylvania avenue northwest; financial secretary, M. V. Murphy, 808 Fifth street northeast.

*No. 149, Aurora, Ill.—Meets second and fourth Tuesdays at Trade's Assembly Hall, on Island. President, C. W. McCray, 15 S. West street; recording secretary, E. A. Wood, 218 Benton street; financial secretary, Ed. Millhouse, 28 North Broadway.

*No. 150, Bay City, Mich.—Meets second and fourth Tuesdays at A. O. U. W. Hall, corner Center and Adams streets. President, Geo. Affleck, 299 North Sherman street; recording secretary, W. D. Parker, Essexville, Bay County, Mich.; financial secretary, Charles Crampton, City Hall, Bay City, Mich.

†No. 151, San Francisco, Cal.—Meets every Tuesday at Machinist's Hall, 1066 Mission near Eighth street. Headquarters, 921 Market street. President, H. L. Worthington, 15 Walter street; recording secretary, J. F. Leonard, 1227 Filbert street; financial secretary, James C. Kelly, 50 Webster street.

*No. 152, Ft. Scott, Kan.—Meets first and third Thursdays at Painters' Hall, 204 Market street. President, J. D. Runkle, 520 N. National avenue; recording secretary, J. E. White, 529 N. National avenue; financial secretary, S. P. Armstrong, 110 N. Judson street.

*No. 153, Marion, Ind.—Meets every Tuesday night at Riley Hall, northwest corner Third and Washington streets. President, E. M. Robb, Sixth and Adams street; recording secretary, W. B. Gleason, care of Homestead Hotel; financial secretary, H. C. La Follette, 1416 West Fourth street.

*No. 154, Rock Island, Ill.—Meets every Thursday night at Electrical Workers' Hall, S. E. corner 17th street and 8d ave. President, Chas. Norton, 221 Twentieth street; recording secretary, Harry Jey, 2815½ Five-and-a-Half ave.; financial secretary, H. W. Dean, 1018 14½ street.

*No. 155, Oklahoma City, O. T.—Meets every Wednesday night at Flood Building, Reno and Broadway. President, John Swirzinski, 107 East Reno; recording secretary, C. F. Blocher, 115 South Harvey; financial secretary, J. C. Clark, 1020 West First street.

*No. 156, Ft. Worth, Tex.—Meets every Wednesday night at B. T. C. Hall, 210 Main street, third floor, Powell Building. President, H. H. Lawry, care Citizens Light and Power Co.; recording secretary, Lee Stephens, 602 West First street; financial secretary, W. P. Anderson, 201 East Third street.

*No. 157, Elkhart, Ind.—Meets third Thursday of every month, Central Labor Hall, corner Main and Franklin streets. President, L. D. Whittig, Prairie street, Elkhart, Ind.; recording secretary, H. A. Row, 506 Beardsley avenue; financial secretary, Asa Kintzler, R. F. D. No. 1.

*No. 158, Temple, Tex.—Meets second and fourth Wednesdays at Odd Fellows' Hall, Post Office Building. President, T. J. Hewitt, Box 385; recording secretary, W. W. Clay, 216 North Fifth; financial secretary, H. S. Newland, 506 South Eleventh street.

*No. 159, Madison, Wis.—Meets second Thursday at Union Hall, State street. President, Wm. Neff, 1816 Dayton street; recording secretary, H. W. Schroeder, 788 Williams street; financial secretary, H. Nelson, 848 W. Doty street.

*No. 160, Zanesville, O.—Meets every Wednesday night at Trades and Labor Hall, corner Seventh and Main streets. President, F. J.

Poyner, 5 Bell Flats; recording secretary, John Mangin, Kirk House; financial secretary, G. R. DeLong, Route 8, Zanesville.

*No. 161, Uniontown, Pa.—Meets first and third Tuesdays, room 307, First National Bank Bldg., corner Pittsburg and Main street. President, W. J. Dickson; recording secretary, J. F. Monon, 9 Commercial Block; financial secretary, H. T. Shockey.

†No. 162, Omaha, Neb.—Meets every Thursday evening, at Labor Temple, Fifteenth and Dodge streets. President, Fred Johnson, Labor Temple; recording secretary, Geo. Corrin, Labor Temple; financial secretary, J. B. Placie, Labor Temple.

*No. 163, Wilkesbarre, Pa.—Meets second and fourth Mondays at Building Trades Council Hall, 81 West Market street. President, J. J. McGlynn, 390 E. South street; recording secretary, Thomas Moore, 88 North Sherman street; financial secretary, D. H. Ebert, 400 Scott street.

†No. 164, Jersey City, N. J.—Meets Monday, Fehren's Hall, 188 Beacon avenue. President, J. A. Brennan; recording secretary, Geo. Knoop, 115 Washington street, Hoboken, N. J.; financial secretary, Edward F. Kenna, 1119 Washington street, Hoboken, N. J.

*No. 165, Newport News, Va.—Meets every other Tuesday evening at C. L. U. Hall, corner Thirty-second street and Washington avenue. President, J. W. Driver, 1015 Twenty-sixth street; recording secretary, E. C. Kelly, R. F. D. No. 1, Hampton, Va.; financial secretary, R. A. Gentis, 1080 Twenty-eighth st.

*No. 166, Winnipeg, Manitoba, Can.—Meets second and fourth Thursdays at Trades Hall, corner Market and Main. President, C. H. Wilks, 708 McDermott avenue; recording secretary, J. S. Milen, 647 Elgin avenue; financial secretary, C. W. Francis, 498 Alexandria avenue, Second Floor.

*No. 167, Pittsfield, Mass.—Meets first and third Wednesdays at England's Block, North street. President, Hugh J. Breslin 242 Linden street; recording secretary, Wm. DeForest 8 Cherry street; financial secretary, Frank H. Smith, 27 Wellington avenue.

*No. 168, Parkersburg, W. Va.—Meets Wednesdays at Bricklayers' Hall, Court Square. President, W. F. Ramsey, 42 Twelfth street; recording secretary, J. Roy Mayhew, 178 Avery street; financial secretary, W. C. Vaughan, 1017 Lynn street.

*No. 169, Fresno, Cal.—Meets second and fourth Mondays at Edgerly's Hall, corner I and Tulare streets. President, Henry Stewart, 129 Diana street, Fresno; recording secretary, B. M. Collins, 1885 F street, Fresno; financial secretary, Clarke Steger, Box 64, Fresno.

*No. 170, Mason City, Iowa.—Meets first and third Thursday evenings at Howe's Hall cor. Fourth and Main streets. President, A. H. Ramsey, 216 South Washington street; recording secretary, F. W. Roberts, 214 East Tenth street; financial secretary, J. D. Templin, 771 East State street.

*No. 171, Ann Arbor, Mich.—Meets first and third Saturdays at Trades Council Hall, South Main street. President, George Haggitt, 18 River st., Ypsilanti; recording secretary, Mervin Green, Ypsilanti; financial secretary, T. C. Phelps, 114 Felch street.

*No. 172, Newark, Ohio.—Meets every Friday night at I. B. E. W. Hall, 11½ E. Church street. President, Scott Varnie, 286 Beech street; recording secretary, Sam. C. Alledorf, 81 Ninth street; financial secretary, V. H. Effinger, 66 N. Morris street.

*No. 173, Ottumwa, Iowa.—Meets first and third Saturday at Labor Hall, East Second street. President, K. C. Carruthers, South Ottumwa; recording secretary, S. W. Speer, 503 Myrtle street; financial secretary, H. E. McKown, 204 North McLean street.

*No. 174, St. Johns, N. B.—Meets first and third Wednesdays at Berryman's Hall, corner Princess and Charlotte streets. President, D. H. Melvin, 87 High street; recording secretary, Jas. Larisay, 10 Ashmond Place. financial secretary, Otis H. Tracy, 88 Cliff street.

*No. 175, Benton Harbor, Mich.—Meets every Wednesday, Robinson Block, 110 Pipestone street. President, U. C. Maddux, Benton Harbor; recording secretary, R. G. Moats, Benton Harbor; financial secretary, R. G. Moats, 126 Summit street.

*No. 176, Joliet, Ill.—Meets every Wednesday at Labor Hall, Jefferson and Ottawa street. President, J. W. Gates, 206 South Ottawa street; recording secretary, J. W. Welch, 304 Western avenue; financial secretary, W. D. Mullinix, 213 Beach street.

*No. 177, Paducah, Ky.—Meets Second and fourth Mondays at Central Labor Hall, corner of Seventh and Court streets. President, J. Hanback, 427 Clark street; recording secretary, J. T. Johnson, 427 Clark street; financial secretary, H. C. Rawling, 427 Clark street.

*No. 178, Canton, Ohio.—Meets first and third Wednesday at Brown's Hall, West Tuscarora street. President, J. H. Arnold, 1025 Obey avenue; recording secretary, D. A. Merritt, 1025 Obey avenue; financial secretary, H. T. Seymour, 1181 West Third street.

*No. 179, Charleston S. C.—Meets every Friday night at Knights of Pythias Hall, King street, opposite Marion Square. President, P. A. Montgomery, 55 Wentworth street; recording secretary, C. K. Crabill, So. Bell T. & T. Company; financial secretary, Samuel Webb, 141 Meeting street.

*No. 180, Vallejo, Cal.—Meets first and third Friday at Labor Council Hall, Sacramento street. President, C. A. Pracht, 317 Kentucky street; financial and recording secretary, P. L. Schoof, corner of Main and Santa Clara streets.

*No. 181, Utica, N. Y.—Meets third Tuesday at Labor Temple, Hotel street, Utica, New York. President, John Greenwood, 82 Roberts street; recording secretary, Herman Wameling, 247 Seymour avenue; financial secretary, Edward T. Fox, 199 Court street.

*No. 182, Montreal, Can.—Meets every first and third Wednesday at St. Joseph's Hall, St. Elizabeth street. President, Thomas Soucy, 468 Wolfe street; recording secretary, J. D. Lanthier, 517 Mount Royal street; financial secretary, John Chevalier, 3 Neville Place.

*No. 183, Lexington, Ky.—Meets second and fourth Tuesdays at Van Deven Hall, Main street, east of Broadway. President, M. M. Welch, 182 Walnut street; recording secretary, Leslie Kitchen, corner Cross and Pine streets; financial secretary, J. E. Whitmer, P. O. Box 577, Lexington, Ky.

*No. 184, Galesburg, Ill.—Meets first and third Wednesdays of every month at Trades Assembly Hall, corner Main and Boone avenue. President, J. H. Shull, 286 Duffield avenue; recording secretary, Roy Squires; financial secretary, John Norwood, 149 E. Brooks street.

*No. 185, Helena, Mont.—Meets first and third Saturdays at Rooms 26, 27, 28 Atlas Block, No. 7 Main street. President, Frank Avery, P. O. Box 1227; recording secretary, Alex. Jones, P. O. Box 1227; financial secretary, C. H. Coar, P. O. Box, 1227.

*No. 186, Hartford, Conn.—Meets every Tuesday at Stationary Engineers' Hall, Times Bldg. President, J. Owens, 85 Hawthorne street; recording secretary, E. O. Sperry, 55 Grand street, New Britain; financial secretary, C. M. Brooks, 59 Westfield avenue.

*No. 187, Oshkosh, Wis.—Meets every Tuesday night at Stationary Engineers' Hall, cor. State and Otter streets. President, Emil Prong, 18 Carr street; recording secretary, J. R. Mentzell, Cease street; financial secretary, P. S. Rixby, 140 Pearl street.

*No. 188, Dallas, Tex.—Meets every Wednesday at Labor Hall, Elmand Scotland Court. President, E. A. White, 182 N. Akard; recording secretary, B. E. Loper, 269 Cochran street; financial secretary, L. A. Burrens, 116 Martin street.

*No. 189, St. Louis, Mo.—Meets every Friday night at Lightstone's Hall, Eleventh and Franklin avenue. President, Chas. R. Reitz, 4524 St. Ferdinand street; recording secretary, Robert

Glannon, 1028 Franklin avenue; financial secretary, John G. Rolwes, 4847 College avenue.

*No. 190, Newark, N. J.—Meets second and fourth Mondays at Shawgers Hall, corner Roseville avenue and Orange street. President, Morris E. Welch, 118 Dickerson street; recording secretary, Joseph Heines, 181 North Second street; financial secretary, Joseph R. Hoch, 520 New street.

*No. 191, Everett, Wash.—Meets Monday at Labor Temple, 2820 Lombard street. President, M. Blair, 8115 Wetmore avenue; recording secretary, Edward F. Burkhart, 2727 Wetmore avenue; financial secretary, L. V. Harper, P. O. Box 228.

*No. 192, Memphis, Tenn.—Meets every Tuesday at Union Labor Temple, Second street. President, D. Smith, 111 Monroe street; recording secretary, Geo. A. Hulbert, 136 Union street; financial secretary, W. G. Nutzell, 310 Second street.

*No. 193, Springfield, Ill.—Meets every Tuesday at I. B. E. W. Hall, 210 1/2 S. Fifth street. President, Wm. Chiles, 1216 E. Jackson street; recording secretary, John Mansfield, 1007 E. Cook street; financial secretary, L. B. Johnson, 528 N. Fifth street.

*No. 194, Shreveport, La.—Meets every Tuesday night at Labor Hall, corner of Texas and Common streets. President, F. M. Stevens, 640 Texas street; recording secretary, R. L. Curtis, 323 Walnut street; financial secretary, S. E. Blodgett, Arcade Hotel.

*No. 195, Marietta, O.—Meets every Thursday at Trades Labor Hall, corner Second and Tynenway streets. President, A. T. Willey, Marietta Tel. Company; recording secretary, Wm. H. Reed, 214 1/2 Fifth street; financial secretary, E. Davis, Box No. 584.

*No. 196, Rockford, Ill.—Meets first and third Fridays at Electrical Workers Hall, 309 1/2 West State street. President, S. M. Griffith, 509 Grove street; recording secretary, L. Harbaugh, 526 East street; financial secretary, L. C. Williamson, 528 W. State street.

*No. 197, Bloomington, Ill.—Meets every Friday at Electrical Workers' Hall, over 108 West Front street. President, J. J. Eversole, P. O. Box 274; recording secretary, C. J. Winters, P. O. Box 274; financial secretary, J. A. Howell, 515 N. Lee st.

*No. 198, Dubuque, Iowa.—Meets second and fourth Wednesdays at Cascade Building, Room 1. President, G. D. Johnson, corner Fourteenth and Clay streets; recording secretary, John Blessing, corner Sixth and Main; financial secretary, J. N. Krah, Lock Box 103.

*No. 199, St. Louis, Mo.—Meets first and third Tuesdays at Electrical Workers' Hall, No. 1028 Franklin avenue. President, W. J. Kelley, 2914 Madison street; recording secretary, C. F. Hinde, 3118 N. Grand avenue; financial secretary, E. N. Glenn, 5827 Theodosia avenue.

*No. 200, Anaconda, Mont.—Meets first and third Tuesdays, Mattie Block, East Commercial avenue. President, W. R. Wright, P. O. Box 483; recording secretary, Jas. O'Mara, P. O. Box 483; financial secretary H. J. Hamilton, P. O. Box 528.

*No. 201, Appleton, Wis.—Meets first and third Tuesday of each month at Master Builders' Hall, corner Edward and Appleton streets. President, M. G. Smith, 485 Winnebago street; recording secretary, C. H. Mackey, 867 Appleton street; financial secretary, N. J. Deuster, 685 Appleton street.

*No. 202, Seattle, Wash.—Meets second Tuesday of each month in basement of Hotel Seattle, Occidental avenue and Yesler street. President, R. C. Williams, 508 Fifth avenue; recording secretary, Gus Soderberg, Eighth avenue near Pike street; financial secretary, L. B. Brickley, 1212 East Columbia street.

*No. 203, Champaign and Urbana, Ill.—Meets first and third Tuesdays of each month, at Percival Hall, corner of Neil street and University avenue. President, Frank Lester, Room No. 45, Lindsley Block, Urbana, Ill.; recording secretary, A. L. Chandler, 406 West Vine street, Champaign; financial secretary, J. R. Sheffer, 509 North Neil street.

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†No. 204, Springfield, Ohio.—Meets first and third Fridays at Johnson Building, corner W. Main street and Walnut alley. President, Fred C. Rotsel, 112 South Center street; recording secretary, Harry S. Copeland, 188 Linden avenue; financial secretary, Henry F. Shultz, 826 S. Center street.

*No. 205, Jackson, Mich.—Meets every Tuesday night at Labor Hall, corner Jackson and Main streets. President, E. Osborn, 511 North Jackson street; recording secretary, Wm. Lawrence, 816 Greenwood avenue; financial secretary, C. M. Griffing, 814 Waterloo avenue.

*No. 206, Hamilton, Ohio.—Meets every Thursday night at 8 p. m., in K. O. T. M. Hall, corner Third and Court streets. President, Peter Hovis, financial secretary, H. Ed Herrmann, 28 South B street.

*No. 207, Stockton, Cal.—Meets every Tuesday, at Turner Hall, 110 North Hunter street. President, Frank Ellison, 229 South Sutter street; recording secretary, Wm. E. Lee, 539 South American street; financial secretary, James R. Wagner, 603 West Park street.

*No. 208, Muscatine, Iowa.—Meets second and fourth Fridays of each month at Trades and Labor Assembly Hall, 106-107 Iowa avenue. President, L. P. Davis, 1607 Mulberry street; recording secretary, C. A. Adams, 417 Chestnut street; financial secretary, W. F. Demorest, 206 East Second street.

*No. 209, Logansport, Ind.—Meets every Thursday night at Painters' Hall, 283½ Market street. President, A. W. Farn, 107 Sycamore street; recording secretary, C. J. Pelegrin, 1613 Douglas street; financial secretary, W. E. Dill, 1127 Broadway.

†No. 210, Atlantic City, N. J.—Meets every Wednesday night at Odd Fellows Hall, S. New York avenue. President, Geo. H. Orr, 185 Mt. Vernon ave.; recording secretary, I. N. Cramer, rear 12 South Ohio ave.; financial secretary, Jas. Dorman, 1915 Caspian ave.

†No. 211, Atlantic City, N. J.—Meets every Friday night in Memorial Hall, New York avenue. President, W. H. Malloch; recording secretary, J. F. Moore; financial secretary, A. J. Riley, 4 Bartlett avenue.

†No. 212, Cincinnati, O.—Meets every Wednesday at Southwest corner Court and Walnut streets. President, John Foote, 8271 Goff avenue; recording secretary, Harry Falquet, 1125 Jackson street; financial secretary, W. B. Kelley, 321 Pike street.

*No. 213, Vancouver, B. C.—Meets second and fourth Thursdays at O'Brien's Hall, corner Hastings and Homer streets. President, J. E. Dubberly, corner Seymour and Davie street; recording secretary, A. B. Godfrey, 1112 Melville street; financial secretary, H. V. Rankin, 126 East Cordova street.

*No. 214, Olean, N. Y.—Meets every Friday at Fountain Hose House, First street. President, S. D. Harding; recording secretary, E. E. Allen, 607 West State street; financial secretary, T. E. Delinger, 128 South Twelfth street.

*No. 215, Hot Springs, Ark.—Meets every Tuesday night at Trade's Council Hall, Chapel street. President, J. T. Smith, P. O. Box 374; recording secretary, A. Manders, General Delivery; financial secretary, D. McDonald, Sixth and Kirk streets.

*No. 216, Owensboro, Ky.—Meets every Thursday at Lineman Hall, 815½ Frederick street. President, A. D. Fayht, City Light Plant; recording secretary, R. L. Woods, 815 Cherry street; financial secretary, E. L. Mitchell, 525 Mason ave.

†No. 217, Seattle Wash.—Meets Mondays at Waitresses Hall, 1420 Second avenue. President, G. W. Johnson, 307 First avenue, West; recording secretary, C. G. Johnson, 115 Fifth avenue, North; financial secretary, W. W. Morgan, 1529 Fourth avenue.

*No. 218, Sharon, Pa.—Meets every second Monday at Leslie Hall, Chestnut street. President, S. Tollman, Sharpsville, Pa.; recording secretary, Chas. Ault, Rankin House, Sharon, Pa.; financial secretary, H. W. Rice, P. O. Box 80, Sharon, Pa.

*No. 219, Sullivan, Ind.—Meets first and third Tuesday night at Electric Plant Building. President, S. M. Riggs; recording secretary, J. E. Standfield, Sullivan, Ind.; financial secretary, N. S. Worley.

†No. 220, Rochester, N. Y.—Meets first and third Tuesdays at Durand Building, West Main street. President, P. J. Cotter, 98 Ontario street; recording secretary, Frank A. Yatteau, 17 Gregory street; financial secretary, E. A. Thompson, 14, 435 Main street east.

†No. 221, Beaumont, Tex.—Meets every Friday at Rabbs Hall, Pearl street between College and Washington. President, O. M. Clark, Beaumont Tele. Co.; recording secretary, Claud Hildebrand, Beaumont Traction Co.; financial secretary, J. H. Cousins, 371 Cypress street.

*No. 222, Lafayette, Ind.—Meets every Thursday at Brick Masons' Hall, Tenth and Main streets. President, F. E. Williams, 418 N. Fifth street; recording secretary, Homer A. Davis, 410 N. Fourth street; financial secretary, Walter Hawkins, 852 N. Salisbury street, West Side.

†No. 223, Brockton, Mass.—Meets second and Fourth Monday at Red Men's Hall, 47 Center street. President, Harry R. Allen, 46 Fuller street; recording secretary, Everett W. Cole, 416 School street, Whitman, Mass.; financial secretary, Arthur B. Spencer, 228 Crescent street.

*No. 224, Ft. Dodge, Iowa.—Meets second and fourth Tuesdays of each month at Painters Hall, 635½ Central avenue; President, P. V. Jones, Gates Flat; recording secretary, C. W. Newton, Fourth A. North and Tenth street; financial secretary, Henry C. Cox, Ft. Dodge, Iowa.

*No. 225, Topeka, Kans.—Meets every Thursday at Building Trades' Hall, 420 Kansas avenue. President, A. Thomas, P. O. Box 14; recording secretary, W. V. Paschal, P. O. Box 14; financial secretary, T. E. Vesper, P. O. Box 14.

†No. 226, Cedar Rapids, Iowa.—Meets first and third Tuesday at Dow's Block, Second avenue and Second street. President, W. E. Washburn, Cedar Rapids; recording secretary, Fred Day, Cedar Rapids; financial secretary, Alex. Sampson, Box 271, Cedar Rapids, Iowa.

†No. 227, Birmingham, Ala.—Meets every Wednesday night at Fox's Hall, corner Fourth avenue and 19th street. President, R. I. Parham, Southern Bell Tel. Co.; recording secretary, M. D. McRae, Southern Bell Tel. Co.; financial secretary, J. G. Pulliam, Southern Bell Tel. Co.

*No. 228, Oil City, Pa.—Meets first and third Tuesdays at K. of P. Hall, Center and Elm streets. President, H. Bocel, 19 Grove avenue; recording secretary, W. A. Humes; financial secretary, J. W. Bullock, 212 East South Second street.

†No. 229, Manchester, N. H.—Meets second and fourth Tuesdays at Building Trades Hall, Elm street. President, E. F. Farrell, 81 Armory street; recording secretary, Wm. E. Michie, City Hotel; financial secretary, W. G. Frazier, 53 Pennacook street.

*No. 230, Victoria, B. C.—Meets every second and fourth Thursday at Labor Hall, corner Johnson and Douglas streets. President, C. C. McKenzie, Douglas street; recording secretary, Frank R. Shapeland, 29 Mears street; financial secretary, Ed. L. Vaughan, P. O. Box 854.

†No. 231, Grand Rapids, Mich.—Meets second and fourth Friday evenings of each month at Lincoln Club Rooms, Pearl street. President, Stephen D. Foster, 221 Grand avenue; recording secretary, G. E. Miles, 274 Henry street; financial secretary, F. A. Shank, 1 Colt avenue Place.

No. 232, Schenectady, N. Y.—Second and Fourth Tuesdays, at Bradt-Yates Building, corner Center and State streets. President, A. Nuttall, 4 Harvard street; recording secretary, C. H. Tinke, 761 E. Liberty street; financial secretary, E. Burnham, 119 Guilderland avenue.

†No. 233, Colorado Springs, Colo.—Meets every Thursday at Building Labors Hall, over 12 East Huerfano street. President, James L. Smith, 732 East Kiowa street; recording secretary, Robt. J. Clark, 114 North Weber; financial secretary, S. C. Swisher, 425 East Boulder street, P. O. 654.

†No. 234, Schenectady, N. Y.—Meets first Saturday in each month, at Machinists' Hall, cor. Jay and State streets. President, Wm. Armor, 4 Catherine street; recording secretary, L. M. McIntosh, 333 Carrie street; financial secretary, C. A. Sherman, 333 Carrie street.

*No. 235, Cincinnati, Ohio.—Meets Thursday at Joseph's Hall Twelfth and Vine streets. President, Geo. Park; recording secretary, Ray McGregor, 1135 Vine street; financial secretary, Frank Misner, 524 Culvert street.

*No. 236, Streater, Ill.—Meets first and third Monday nights at Casey's Hall, East Main street. President, H. M. Griffith, 605 Glass street; recording secretary, Geo. Duffner; financial secretary, John A. Schuler, 309 East Bridge street.

*No. 237, Lorain, Ohio.—Meets first and third Thursday in each month at I. O. O. F. Hall, Broadway. President, R. Lindsay, No. 8 Wilson Block; recording secretary, E. P. Barnes, 509 W. Erie Avenue; financial secretary, A. C. Marsh, 240 8th street, Elyria, Ohio.

*No. 238, Asheville, N. C.—Meets every Saturday at C. L. U. Hall, 39 Patton avenue. President, E. H. Clenenger, Western Union Telegraph Office; recording secretary, J. H. Graham, 140 Bailey street; financial secretary, J. H. Graham, 140 Bailey street.

No. 239, Newark, N. J.—Electric fixture fitters, wiremen, and hangers—Meets first and third Thursday at Electrical Workers Hall, 238 Washington street. President, Wm. G. Scheussler, 241 Camden street; recording secretary, Harry Schnarr, 185 North Fourth street; financial secretary, Michael Tanenbaum, 104 Hunterdon st.

No. 240, Philadelphia, Pa.—Telephone.—Meets every Thursday at Morning Star Hall, northeast corner of Ninth and Callowhill streets. President, H. Demitrowitz, 2568 N. Napa street; recording secretary, J. C. Boone, 2323 Coral street; financial secretary, H. D. Loudenslager, 1004 Green street.

†No. 241, Dayton, Ohio.—Meets every second and fourth Friday night at Delster Post Hall, 25 North Main street. President, H. E. Phillips, Park street; recording secretary, S. H. Kitchen, 86 S. Williams street; financial secretary, C. Reiter, 911 West Third street.

*No. 242, Decatur, Ill.—Meets every Friday night at Room 416, Powers' Building, cor. South Water and East Main streets. President, E. O. Baker, Room 16 Syndicate Block; recording secretary, Jno. Simon, 416 Powers Building; financial secretary, A. Frazier, 416 Powers Building.

*No. 243, Vincennes, Ind.—Meets every Wednesday night at Odd Fellows Building, corner Second and Broadway street. President, W. H. Patterson, 725 F G avenue; recording secretary, L. Johnson, 210 Vallmer street; financial secretary, C. F. Green, 621 North Seventh street.

†No. 244, East Mauch Chunk, Pa.—Meets first and third Sunday, 2 p. m., at Hess' Hall, Center street, between Fourth and Fifth. President, Wren Brown, East Mauch Chunk, Box 293; recording secretary, Anthony Armbruster, East Mauch Chunk, Box 232; financial secretary, J. P. Tracy, East Mauch Chunk, Box 195.

†No. 245, Toledo, O.—Meets every Friday night at Mulcaheys Hall, 714 Monroe street. President, William Nagle, 1061 Summit street; recording secretary, Joseph Callahan, 912 Vinton street; financial secretary, Jacob Snyder, 596 South Erie street.

*No. 246, Steubenville, O.—Meets first and third Wednesday at Druids' Hall, North Fourth street. President, Frank Baker, Brilliant, Ohio; recording secretary, Wm. E. Gwynne, Lake Erie ave.; financial secretary, E. D. Richards, 418 N. Fifth street.

No. 247, Schenectady, N. Y.—Meets first and third Fridays of each month at Trades Assembly Hall, State street, near Canal bridge. President, Arthur E. Sparks, 20 Cora street; recording secretary, Herbert U. Merrill, 110 State street; financial secretary, Jas. F. Greenfield, Scotia, Schenectady County.

*No. 248, Chillicothe, Ohio.—Meets second and fourth Fridays at Federal Labor Union Hall, 158

East Fifth street. President, E. O. Jackson, 157 West Wotter street; recording secretary, Strawder J. Swyers, 39 E. Second street; financial secretary, Strawder J. Swyers, 39 E. Second street.

*No. 249, St. Catharines, Ontario.—Meets second and fourth Tuesday, each month, at Trades and Labor Hall, St. Paul street. President, James Crawford, St. Catharines, Ontario; recording secretary, J. Charles Clifford, St. Catharines, Ontario; financial secretary, Joseph Lappin, St. Catharines, Ont.

*No. 250, San Jose, Cal.—Meets every Tuesday in Building Trades Council Hall, First and Post streets. President, R. Kamp, First and San Fernando streets; recording secretary, Nick Cooper, 397 West San Carlos street; financial secretary, J. W. Hilton, 26 Sanborne avenue.

*No. 251, Plac Bluff, Ark.—Meets first and third Thursdays at Carpenters Hall, 112½ W. Banaque streets. President, S. W. Maxson; recording secretary, E. M. Baker, financial secretary, J. W. Johnson, 415 E. Second street.

*No. 252, Schenectady, N. Y.—Meets third Thursday each month at Ellis' Building, State street. President, Charles Heffernan, 306 Jay street, continued; recording secretary, Ralph Lathroup, 6 Landen Terrace; financial secretary, C. A. Bates, Box 665.

*No. 253, Cedar Rapids, Iowa.—Meets first and third Thursdays, Federation Hall, corner First avenue and Second street. President, E. C. Gleason, 442 Fourth ave. W.; recording secretary, R. E. Gainer, general delivery, Cedar Rapids; financial secretary, C. A. Eisenbraut, Iowa Tel. Co.

No. 254, Schenectady, N. Y.—Switch-board Makers.—Meets second and fourth Tuesdays at Machinists Hall, State and Jay streets. President, Jno. H. Cornick, 808 Grand avenue; recording secretary, A. M. Franchols, 258 Broadway; financial secretary, W. J. G. Stewart, 511 Smith street.

*No. 255, Ashland, Wis.—Meets every Saturday evening Longshoresmen's Hall, corner Ellis avenue and Front street. President, W. M. Hosack, Tremont Hotel; recording secretary, Chas. Branzell, 1112 Sixth street, West; financial secretary, O. Scott Tomkins, 220 Seventh avenue, West.

*No. 256, Jackson, Miss.—Meets first and fourth Friday nights at Labor Hall, Capitol street. President, W. G. Olson, care Western Union Tel. Co., Jackson, Miss.; recording secretary, C. Marshall, 102 N. President street; financial secretary, S. C. Marshall, Century Theater.

*No. 257, Herkimer, N. Y.—Meets first and third Friday of each month at Trades Assembly Hall North Main street. President, Martin Manion North Washington street; recording secretary, Chas. Folts, 311 Eastern avenue; financial secretary, H. Vilhauer, 223 Perry street.

†No. 258, Providence, R. I.—Meets every Friday night at Hanley Building, 63 Washington street. President, Raymond V. Grant, 185 Pleasant street, Providence, R. I.; recording secretary, Frank S. Gallagher, 39 Hilton street, Pawtucket, R. I.; financial secretary, John F. Noon, 60 Union avenue, Providence, R. I.

*No. 259, Salem, Mass.—Meets first and third Tuesdays at I. O. O. F. Hall, Washington street. President, E. A. Oliver, 8 Granite street; recording and financial secretary, F. A. Coker, 41 March street.

*No. 260, Fort Wayne, Ind.—Meets Thursday night in Bank Block, Court street, opp. Court House. President, John T. Somers, 632 Hendricks street; recording secretary, Edward P. Schrantz, 325 Melita street; financial secretary, Leroy Zellers, 1420 Swenney ave.

†No. 261, Saratoga Springs, N. Y.—First and third Wednesday, Phythian Hall, 464½ Broadway. President, Chas. A. Druette; recording secretary, Leonard Ager, 11 Maple avenue; financial secretary, Wm. H. Owen, 42½ Caroline street.

*No. 262, Pullman, Ill.—Meets second and fourth Mondays at K. of P. Hall, Arcade Building, Pullman, Ill. President, Thomas Harvey, 509 Pullman avenue, Pullman, Ill.; recording secretary, A. M. Anderson, 161 One Hundred and Twelfth

street, Roseland, Ill.; financial secretary, S. Dawney, 6525 Ellis avenue, Chicago, Ill.

*No. 263, Shamokin, Pa.—Meets Thursday evening at 7.30, Room 7, Sells Zimmerman Building, Independence street. President, Harry T. Morgan, corner Pine and Diamond streets; recording secretary, Rosser Samuels, 118 Poplar street; financial secretary, Ed. Roth, 49 East Sunbury street.

†No. 264, Pittsfield, Mass.—Meets second and fourth Friday of every month at Bartenders Hall, England Block. President, S. W. Monkes, 124 Columbia avenue; recording secretary, M. C. Bly; financial secretary, C. C. Rowley, 240 Tyler street.

*No. 265, Lincoln, Neb.—Meets every Thursday night at Labor Hall, 188 South Eleventh street. President, Mark T. Oster, 2181 S. street; recording secretary, Ray. D. Howard, 1112 E. street; financial secretary, Geo. W. Neally, 486 South Thirteenth street.

*No. 266, Sedalia, Mo.—Meets every Thursday at Glass Hall, corner Third and Lamine streets. President, John W. Hennerman, 608 East Thirteenth street; recording secretary, L. Elsemann, 705 East Fifteenth streets; financial secretary, J. G. Fowler, 300 West Fourth street.

†No. 267, Schenectady, N. Y.—Meets first and third Saturday, at K. of C. Hall, State street, near Railroad. President, B. A. Cawley, 77 Second avenue; recording secretary, Joe Andry, 893 Stanley street; financial secretary, Leonard Beyer, 1218 State street.

*No. 268, Newport, R. I.—First and third Fridays, at Central Labor Hall, Thames street. President, C. W. Holm, 14 Bliss Road; recording secretary, Charles A. Bloom, 29 Denniston street; financial secretary, F. A. Bloom, 1 Harrison avenue.

*No. 269, Princeton, Ind.—Meets first and fourth Monday night, on second floor of City Building, Broadway and Prince streets. President, Charles Stevens, Telephone office; recording secretary, Lewis S. Kell, 211 South Seminary street; financial secretary, L. S. Kell, 100 North Prince street.

†No. 270, New York, N. Y.—Financial secretary, I. C. Grant, 33 Broadhurst avenue.

*No. 271, Altoona, Pa.—First and third Monday, each month, Carpenter's Hall, Eleventh avenue and Thirteenth street. President, Chas. Downs, 1018 Howard avenue; recording secretary, Frank T. Kleffman, 910 Lexington avenue; financial secretary, L. M. McPherson, 902 Chest. avenue.

*No. 272, Sherman, Texas.—Meets first and third Tuesdays, at Union Hall, southwest corner square. President, Frank H. Wright, care of Grayson Tel. Co.; recording secretary, W. L. Porter, care of S. W. Tel. Co.; financial secretary, E. F. Jerger, care of Grayson Tel. Co.

*No. 273, Clinton, Iowa.—Meets second and fourth Wednesdays, at Labor Temple, Fifth avenue. President, J. J. Davis, 202 South Second street; recording secretary, O. A. Prest, 425 Dewitt street; financial secretary, C. C. Mathiesen, 629 Stockholm street.

*No. 274, Marinette, Wis.—Meets second and fourth Thursday at Trades Council Hall, Main street. President, Edwin A. Golden, Wells street; recording secretary, A. LaChance, 912 Elizabeth avenue; financial secretary, F. E. McWayne, 1888 Stephenson street.

*No. 275, Muskegon, Mich.—Meets first and third Thursday at Trades and Labor Hall, Western avenue. President, Edward Plunkett, 25 Sumner street; recording secretary, W. S. Krebs, 64 Western avenue; financial secretary, C. B. Morey, 32 Miller avenue.

*No. 276, West Superior, Wis.—Meets first and third Tuesdays, at Union Hall, Hammond Block. President, W. W. Kielly, 916 Baxter avenue; recording secretary, J. R. Tillotson, 1620 Oaks avenue; financial secretary, P. C. Miller, 1901 Butler avenue.

*No. 277, Kingston, N. Y.—Meets first and third Thursday evenings at Recorder's Room, City Hall, Reilly street and Broadway. President, H. H. Buckbee, Lucas avenue; recording secre-

tary, Roswell Coles, 76 Maiden Lane; financial secretary, H. Rumsey, 100 Downs street.

†No. 278, Rock Island, Ill.—Meets first and third Friday of each month at Turner Hall, Third avenue, between Fifteenth and Sixteenth streets. Rock Island, Ill. President, George Briggs, 2005 Rock Island street, Davenport, Iowa; recording secretary, Harry Keyes, 9th avenue and 12th street, Rock Island, Ill.; financial secretary, Jay C. Mead, 655 East Sixth street, Davenport, Iowa.

No. 279, Chicago, Ill.—(Machine repairers, dynamo and switchboard tenders.)—Meets every Monday evening at 186 East Washington street. President, S. Bennett 1587 West Twelfth street; recording secretary, S. A. Hoemann, 44 Win drop Place; financial secretary, Jas. A. Pepper, 178 Dearborn avenue.

*No. 280, Hammond, Ind.—Meets first and third Friday at K. of P. Hall, 247 State street. President, Geo. Larson, Sibley street; recording secretary, S. J. Carpenter, 271 Michigan avenue; financial secretary, Harry Hill, 480 Indiana avenue.

†No. 281, New Orleans, La.—Meets first Friday in each month at McMahon's Hall, Dryades street, near Callopo. President, Chas. Kister, 2719 First street; recording secretary, P. Radlet, 1510 N. Robinson street; financial secretary, Geo. Lorrick, 6115 Laurel street.

No. 282, Chicago, Ill.—President, P. Sullivan; 3783 Wallace street; recording secretary, E. Kelly, 5018 Aberdeen street; financial secretary, A. Fawcett, 6688 Halsted street.

*No. 283 San Francisco, Cal.—Meets every Tuesday, at Alcazar Building, 120 O'Farrell street. President, J. E. Barton, 2105 Vine street, Berkeley, Cal.; recording secretary, C. H. Hanson, 108½ Fell street; financial secretary, William Coyle, 1728 Twelfth avenue south.

No. 284 Rochester, N. Y.—(Station men.)—Meets second and fourth Thursdays of each month, Snelder's Hall, 14 North Water street. President, A. D. Rees, 211 Frost avenue; recording secretary, W. J. K. Sutherland, 47 Elm street; financial secretary, S. B. Russell, 164 Cady street.

†No. 285, Lynn, Mass.—Financial secretary, H. Patten, 29 Hanover street.

No. 286, New Albany, Ind.—Meets every Monday night at Cigar Makers' Hall, State and Market streets. President, G. A. Robinson, Ohio Falls; recording secretary, O. L. Biel, 1108 East Oak street; financial secretary, J. F. Ulmer, 826 Pearl street.

†No. 287, Philadelphia, Pa.—Meets every Wednesday evening in hall located at No 287 N. 9th street. President, Jno. McKenna, 578 Markoe street; recording secretary, C. E. Lawrence, 1737 Vine street; financial secretary, H. T. Ulmer, 2555 Cleveland avenue.

*No. 288, Waterloo, Iowa.—Meets first and third Thursday at Central Labor Hall, 215½ E. Fourth street. President, W. J. Braydon; recording secretary, E. W. Fisher, Iowa Tel. Company; financial secretary, Chas. Brickley, P. O. Box 764.

†No. 289, Hagerstown, Md.—Meets first and third Thursday of each month at 19 North Jonathan street. President, E. Walters, 12 East Lee street; recording secretary, Hugh B. Mongan, 229 South Locust street; financial secretary, Geo. S. Ridgely Hoffman Building.

*No. 290, Danville, Ill.—Meets every Monday night at I. B. E. W. Hall, East Main street. President, J. A. Webster, Central Union Telephone Co.; recording secretary, J. W. Manning, Central Union Telephone Co.; financial secretary, W. E. Crosley, Central Union Telephone Co.

*No. 291, Boise City, Idaho.—Meets every Friday evening at Labor Hall, Banack street, between Eighth and Ninth streets. President, W. W. Moore, P. O. Box 525; recording secretary, E. R. Cole, P. O. Box 525; financial secretary, T. H. Martin, P. O. Box 525.

†No. 292, Minneapolis, Minn.—Meets second and fourth Tuesdays at Union Temple, No. 8. President, S. L. Ackerman, 1600 Fifth avenue north; recording secretary, Wm. G. H. Riach, 108 Washington avenue south; financial secretary, G. W. Lee, 924 Plymouth avenue, North.

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†No. 293, North Adams, Mass.—Meets every second Sunday at 11 a. m., at Sullivan Block, Main street. President, Fred. W. Pinkham. Holden street; recording secretary, Arthur A. Isbell, 80 Porter street; financial secretary, Edward S. Boylan, 18 School street.

*No. 294, Ellettsville, Ind.—Meets every Tuesday night at Union Labor Hall, Room 2, corner Walnut and Main streets. President, Clyde Zecke; recording secretary, Orvil Overcash; financial secretary, Ralph Garst, 406 Wheeling avenue.

*No. 295, Natchez, Miss.—President, L. T. Moore; financial secretary, C. R. Foreman, 200 South Broadway.

No. 296, Poughkeepsie, N. Y.—Meets first and third Monday each month, 406 Main street. President, Jno. McAbee, 26 Haight avenue; recording secretary, Fred Wiggin, 85 Market street; financial secretary, Jacob Ostrom, 87 South Bridge street.

†No. 297, Piqua, Ohio.—Meets second and fourth Thursdays at Plock's Hall, 114 South Main street. President, Clark Reed, Piqua, Ohio; recording secretary, John Ballard, Tippecanoe City, Ohio; financial secretary, Henry Parlett, Troy, Ohio.

No. 298, San Francisco.—(Street car men.) Meets first and third Mondays at Unity Hall, 20 Eddy street. President, W. B. Haskell, 435 29th street; recording secretary, P. A. Clifford, 8327 17th street; financial secretary, William D. Thomas, 30 Bourbon place.

†No. 299, Camden, N. J.—Meets every Thursday at Daley's Hall, Northwest corner Seventh and Brick streets. President, John MacDougall, 815 Princeton avenue; recording secretary, R. A. Young, 683 Benson street; financial secretary, F. B. Fraser, 800 Kimber street.

*No. 300, Auburn, N. Y.—Meets first and third Thursdays, at C. M. B. A. Hall, Franklin street. President, Frank B. Cahill, Hotel Brunswick; recording secretary, J. J. Glynn, Hotel O'Neill; financial secretary, William Burns, 82 Pulsiver street.

*No. 301, Texarkana, Ark.—Meets every Wednesday at Labor Hall, 204 Broad street. President, E. E. Ohaffin, 220 Walnut street; recording secretary, M. Coffee; financial secretary, W. Adams, 1820 Maple street.

†No. 302, Peoria, Ill.—Meets First and third Tuesdays at 218 Main street. President, E. C. Gregg, 915 First avenue; recording secretary, H. C. Lupton, 504 St. James street; financial secretary, L. O. Crawley, 115 Dechman avenue.

*No. 303, Lincoln, Ill.—Meets first and third Wednesday of each month at Painters' Hall, East Pulaski street. President, C. S. Ransdell, South Kickapoo; recording secretary, W. S. Codrington, 818 Delavan street; financial secretary, C. E. Chowning, 802 Delavan street.

†No. 304, New Haven, Conn.—Meets every Tuesday night at Room 11 Masonic Temple Building, 708 Chapel street. President, Wm. G. Quinlan, 249 Harvard avenue; recording secretary, C. B. Thorpe, Y. M. C. A. Building; financial secretary, Phil. W. Reilly, 69 Nash street.

*No. 305, Salt Lake City, Utah.—Meets every Monday at Electrical Workers' Hall, 11 W. First street south. President, Bert Cunningham, Salt Lake, general delivery; recording secretary, R. Baxter, 541 Ninth street east; financial secretary, R. Baxter, 541 Ninth street east.

*No. 306, Albuquerque, New Mex.—Meets first and third Tuesdays at Carpenter's Hall, Gold avenue and Third street. President, B. Moe, 618 South Arno street; recording secretary, E. R. Hotelling, 110 Gold avenue; financial secretary, W. B. Moore, 607 Mountain Road.

*No. 307, Cumberland, Md.—Meets first and last Friday night at No. 4 Engine House, Maryland avenue. President, George A. Eyler, 47 Maryland avenue; recording secretary, J. C. Dye, 97 North Mehanic street; financial secretary, R. Snyder, 17 Harrison street.

†No. 308, Beaumont, Tex.—Meets every Tuesday night at Carpenters' Hall, Main and Washington streets. President, M. E. Graves, Beaumont, Texas; recording secretary, J. S. Gibbs,

Beaumont, Texas; financial secretary, W. G. Miller, 445 Orleans street.

†No. 309, East St. Louis, Ill.—Meets every Tuesday at District Council of Carpenters Hall, Third street and Missouri avenue. President, E. O. Lynds, 718 Josephine street, East St. Louis, Ill.; recording secretary, C. Arnold, 22 North Main street, E. St. Louis, Ill.; financial secretary, E. B. Hunter, French Village, Ill.

*No. 310, Stamford, Conn.—Meets first and third Wednesday at Minor Post Hall.—President, Goodrich E. Risley, 221 Atlantic street; recording secretary, William A. Curran, 17 Dale street; financial secretary, Norman R. Wilcox, 100 Stillwater avenue.

*No. 311, Beloit, Wis.—Meets first and third Wednesday at Trades Council Hall, Bridge and Third streets. President, Chas. Ford, 774 Brooks street; recording secretary, H. E. Churchill, 110 East D street; financial secretary, A. J. Gilbertson, 1089 Prairie avenue.

*No. 312, Pocatello, Idaho.—Meets first and third Mondays at Eagle Hall, corner of First avenue and Center street. President, H. J. Reynolds; recording secretary, W. E. Mittenberger, P. O. Box 512.

*No. 313, Wilmington, Del.—Meets every Friday at 206 E. Fourth street, Fourth and French streets. President, Geo. Lyon, 422 East Sixth street; recording secretary, L. W. McClenahan, Bell Tel. Exchange; financial secretary, I. S. Lenderman, 912 Poplar street.

*No. 314, Tyler, Texas.—Meets second and fourth Wednesdays at Trades Assembly Hall, Southside Square. President, H. C. King, 740 W. Erwin street; recording and financial secretary, E. L. Ivey, 231 Adams avenue.

†No. 315, Chicago, Ill.—Meets first and third Monday in every month. President, E. Schwelker, 1975 N. Ashland avenue; recording secretary, C. B. Hopkins, 819 North Artesian avenue; financial secretary, J. Liebrich, 3632 LaSalle street.

*No. 316, Ogden, Utah.—Meets every Saturday at Union Labor Hall, 862 Twenty-fourth street. President, W. B. Gray, 615 Maryland avenue; recording secretary, Ed Jessop, 282 Thirty-third street; financial secretary, R. F. Dean, 2631 Grant avenue.

*No. 317, Ashland, Ky.—Meets Tuesday night at Central Labor Hall, corner Fifteenth and Greenup streets. President, S. Coulgrove; financial secretary, M. M. Argabrite, 115 West Winchester avenue.

†No. 318, Knoxville, Tenn.—Meets first and third Tuesdays of each month, Independent Hall, 718 Gay street. President, J. G. Harrison, Spring street; recording secretary, John McCarroll, Market Square; financial secretary, Jess Waters, 712 Campbell street.

†No. 319, Pittsburg, Pa.—Meets second and fourth Monday of each month at K. of L. Hall, 535 Smithfield street. President, W. A. Kelly, 36 Oakland Square; recording secretary, J. J. Horner, 225 Lothrop street; financial secretary, Urban H. Friedman, 847 Estella street.

*No. 320, Paris, Tex.—Meets every Thursday night at Roundtree Building, North Main street. President, J. G. Sullivan; recording secretary, W. N. Banta; financial secretary, J. R. Hancock, Vineyard Hotel.

*No. 321, La Salle, Ill.—Meets first and third Saturdays at Reed & O'Neill's Hall, 845 First street. President, Thomas Heffron, La Salle, Ill.; recording secretary, Noxie Dusch, 227 Bucklin street; financial secretary, Jos. E. Skovare, 328 Second street.

*No. 322, Raleigh, N. C.—Financial secretary, F. C. Doyle, 10 Salisbury street.

*No. 323, Fairmont, W. Va.—Meets Saturday nights at Musgrave Hall, Monroe street. President, H. S. Upton, care of C. D. & P. Tel. Co.; recording secretary and financial secretary, Wm. S. Devlin, 711 W. Fourth street.

*No. 324, Brazil, Ind.—Meets alternate Tuesday nights at United Mine Workers' Hall, Main and Walnut streets (Opera Block). President, J. L. Boothe, C. U. Tel. Co.; recording secretary, Birt Staats, 321 North Alabama street; financial secretary, L. M. Moore, 203 South Lambert street.

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*No. 325, Binghamton, N. Y.—Meets every Friday night at C. L. U. Hall, 79 State street. President, F. S. Houston, 78 State street; recording secretary, J. Buckman, 21 Mary street; financial secretary, W. Bidwell.

*No. 326, Connellsville Pa.—Meets second and fourth Mondays at Plumbers' Hall, No. 108 North Pittsburg street. President, Alex. Angus, Connellsville; recording secretary, Frank Buttermore, New Haven, Pa.; financial secretary, G. S. McClay, 118 N. Pittsburg street.

*No. 327, West Palm Beach, Fla.—Meets first and thirds Monday at Central Labor Hall, Clematis avenue. President, E. W. J. Parrish; recording and financial secretary, Stephen L. Harman, P. O. Box 461.

*No. 328, Oswego N. Y.—Meets every Tuesday night at Mullin's Hall, 90 East First street. President, John Feeney; recording secretary, John Schaffer, 111 East First street; financial secretary, Frank Gallagher, 77 East Eighth street.

*No. 329, Shelbyville, Ind.—Meets every Friday night at Union Hall, Public Square. President, W. J. Smith, 148 East Walker street; recording and financial secretary, Alfred C. Lee, Second street.

*No. 330, Meridian, Miss.—Meets first and third Thursday at Federation of Labor Hall, Fourth street, between Twenty-third and Twenty-fifth avenues. President, J. H. McArthur, Seventeenth and Thirty-fifth sts.; recording secretary, G. A. Westbrook, Nineteenth street and Thirty-fourth avenue; financial secretary, E. R. Dyer, Nineteenth avenue, between Eleventh and Twelfth street.

*No. 331, Long Branch, N. J.—Meets first and third Monday each month at Phil Daly's Hose Company's Hall, Broadway and Second avenue. President, J. C. Pettewger, 148 Lake avenue, Ocean Grove; recording secretary, W. A. Bowers, 1807 Summerfield avenue, Asbury Park; financial secretary, Jno. Coles, Jr., Box 127, Station B, Long Branch.

*No. 332, Sault Ste Marie, Mich.—Meets Tuesday night, at La Lond Block, Ashmun streets. President, Dave Howey, 235 Ridge street; recording secretary, R. McClamohay, 508 Spruce street; financial secretary, C. Van Dusen, 809 Young street.

*No. 333, Emporia, Kans.—Meets every Tuesday night at 823½ Commercial street. President, E. McKinsey, 101 So. West street; recording secretary, W. M. Johnson, 709 Merchant street; financial secretary, W. C. Prince, 210 So. Merchant street.

*No. 334, Whatcom, Wash.—Financial secretary, G. L. Crews, 1434 Humbolt street.

*No. 335, Springfield, Mo.—Meets Wednesday, Odd Fellows Hall, 302 Boonville street. President, Jno. Stowe, 448 Harrison avenue; recording secretary, E. D. Croft, 784 Robinson avenue; financial secretary, R. M. Sutton, 507 W. Ohio street.

*No. 336, Oskaloosa, Iowa.—Meets first and third Tuesdays, at Engineer's Hall, West High avenue. President, W. F. Fortune, Oskaloosa; recording secretary, John Teos, Oskaloosa; financial secretary, G. W. Gordon, 207 E. Third avenue.

*No. 337, Chicago, Ill.—Meets second and fourth Mondays at Dewey Hall, 70 Adams street. President, J. J. Sullivan, 686 North Park avenue; recording secretary, P. H. Hammang, 4226 Grand Boulevard; financial secretary J. J. McCabe, 4228 Wabash avenue.

*No. 338, Denison, Tex.—Meets every first and third Mondays at Labor Hall, 202½ W. Main street. President, C. D. Sloan, 211½ W. Main street; recording and financial secretary, J. R. W. Pratt, 523 Murray street.

*No. 339, Sterling, Ill.—Meets first and third Wednesday at Labor Hall, 808 Locust street. President, Geo. Thomas, Sterling, Ill.; recording secretary, John Powers, 162 Thirteenth avenue; financial secretary, R. L. Fairbrother, 1011 First avenue, Sterling, Ill.

*No. 340, Sacramento, Cal.—Meets first and third Mondays at Pythian Castle, corner Ninth and I streets. President, J. A. Crombach, 1009 Q street;

recording secretary, E. G. Fletcher, 725 G street; financial secretary, C. W. Beaton, 1620 I street.

*No. 341, Ottawa, Ill.—President, Wm. F. Spore, 119 W. Washington street; recording secretary, P. Lavalie; financial secretary, Wm. H. Shafer, 1125 Post street.

*No. 342, New Brighton, Pa.—Meets Thursday, E. J. Ryan's Hall, corner Third avenue and Ninth street. President, W. H. Irons, Third street, Beaver, Pa.; recording secretary Geo. J. Wolf, 1709 Fourth avenue, Beaver Falls, Pa.; financial secretary, J. L. Allwine, 654 Case street, Rochester, Pa.

*No. 343, Norwich, Conn.—Meets second and fourth Wednesday at Carpenters' Hall, Shetucket street. President, R. M. Kittson, Woodmansee avenue; recording secretary, Walter Holden, 150 Main street; financial secretary, W. H. Hall, 87 Cliff street.

*No. 344, New London, Conn.—Meets first and third Friday at Bacon Block, State street. President, W. H. Vibber, 24 Mountain avenue; recording secretary, C. C. Comstock, 5 Franklin street; financial secretary, John S. Loveless, 11 Berkley avenue.

*No. 345, Mobile, Ala.—Meets second and fourth Mondays at I. O. O. F. Hall, corner of St. Joseph and St. Michael streets. President, W. O. Seagraves, care of Southern Bell T. & T. Company; recording secretary, C. E. Hooks, care of W. U. Tel. Co.; financial secretary, J. L. L. Eastburn, Elmira street, second door east of Charles street.

*No. 346, Fort Smith, Ark.—Meets first and third Tuesday at K. of P. Hall, over 708 Gar. avenue. President, Nat. Graham, 21 N. Twelfth street; recording secretary E. M. Wright, 819 N. Fifth street; financial secretary, W. H. McDonald, 710 S. Eleventh and H streets.

*No. 347, Peru, Ind.—Meets first and third Friday at Teamster's Hall, Petty Block. President, Frank Seamon, 72 E. Fifth street; recording secretary, Elmer Burlingame, 217 E. Fifth street; financial secretary, Wm. Odum, 92 E. Eighth street.

*No. 348, Greenville, Tex.—Meets second and fourth Thursday at Labor Hall, 278 West Lee street. President, C. A. Duck, 182 South Travis street; recording secretary, W. Brame, 218 North Stonewall street.

*No. 349, Bangor, Me.—Meets every Wednesday at Lewis Block, 121 Main street, Room 1. President, B. P. Nickerson, 235 Center street; recording and financial secretary, J. C. Smith, 175 Ohio street.

*No. 350, Hannibal, Mo.—Meets first and third Monday at Trades Council Hall, corner of Main and Broadway. President, H. S. Lambrecht, 522 Broadway; recording secretary, Geo. M. Jackson, 220 Bird street; financial secretary, N. J. Givan.

*No. 351, Meriden, Conn.—Meets first and third Wednesdays at Turners' Hall, Pratt street. President, F. E. Tuttle, Wallingford, Conn; recording secretary, C. J. Maher, 44 Willow street; financial secretary, R. P. Collins, 40 Benjamin street.

*No. 352, Lansing, Mich.—Meets second and fourth Tuesday at Labor Hall, Washington avenue, north. President, Bert Craus, Lansing, Mich.; recording secretary, Stuart Hill, 828 Cap avenue, south; financial secretary, D. B. Kinney, 218 St. Joe, East.

*No. 353, Toronto, Can.—Meets first and third Mondays, at Occident Hall, cor. Queen and Bathurst streets. President, D. Mathieson, 82 Mansfield avenue; recording secretary, J. Fyfe, 82 Mansfield avenue; financial secretary, J. Ferguson, 722 Dufferin street.

*No. 354, Salt Lake City, Utah.—Meets every Wednesday at 7.30 p. m., I. B. E. W. Hall, First, South and Main streets. President, W. H. Meldrum, P. O. Box 218; recording secretary, A. N. Thomas, P. O. Box 218; financial secretary, Robert Burns, P. O. Box 218.

*No. 355, Pittsburg, Pa.—Meets second and third Thursday at National Bank Building, Wilkinsburg, Pa. President, C. E. Dougherty; recording secretary, W. Waterworth, E. Pittsburg; financial secretary, Geo. M. Smith, P. O. Box, 217, E. Pittsburg.

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†No. 356, Kansas City, Mo.—Meets every Monday, in Electrical Workers' Hall, 1833-35 Grand avenue. President, U. G. Barnes, 1506 Harrison street; recording secretary, F. J. Schadel, 1833-1835 Grand avenue; financial secretary, J. H. Lynn, 2740 Wabash street.

No. 357, Pittston, Pa.—Meets first Thursday after the 15th at Advocate Office, Butler Block. President, John Sheridan, 17 High street, Pittston; recording secretary, P. F. Toole, Union street, Pittston; financial secretary, E. L. Rowan, 232 William street, Pittston.

*No. 358, Perth Amboy, N. J.—Meets first and third Thursdays at Carpenters' Union Hall, Bricker's Building, 188 Smith street. President, Julius Kundson, 78 New Brunswick avenue; recording secretary, Wm. McDonough, 48 East avenue; financial secretary, Ambrose Mather, 44 East avenue.

*No. 359, Iron Mountain, Mich.—Meets first and third Sundays, at Russell's Hall, 710 Brown street. President, B. G. Hull, Norway, Mich.; recording secretary, S. Trethway, 219 D street; financial secretary, C. Carlson, 1120 River avenue.

*No. 360, Sioux Falls, S. D.—Meets second and fourth Wednesdays at Labor Hall, Syndicate Block. President, M. G. Lacy; recording secretary, E. C. De Long, 621 S. Main avenue; financial secretary, F. B. Harris, E. Eighth street.

*No. 361, McKeesport, Pa.—President, George Griffith, Charleroi, Pa.; recording secretary, John J. Sullivan, McKeesport, Pa.; financial secretary, H. C. Bamford, McKeesport, Pa.

*No. 362, Kankakee, Ill.—Meets every Monday at German I. O. O. F. Hall, 204 Court street. President, F. E. Jeffers, Hospital, Illinois; recording secretary, H. H. Boysen, 182 Dearborn avenue; financial secretary, C. C. Riley, 108 Rosewood avenue.

No. 363, Asbury Park, N. J.

*No. 364, Guthrie, Okla.—Meets first and third Tuesdays at German Hall, 114 N. Second street. President, J. D. Runkle, Guthrie, O. T.; recording secretary, James Seay, Guthrie, O. T.; financial secretary, A. H. Harmon, Guthrie, O. T.

*No. 365, Vicksburg Miss.—Meets first and third Saturdays at K. P. ante room, corner Clay and Washington streets. President, R. B. Zetka, Walnut street; recording and financial secretary, John E. Ford 205 Bomar avenue.

*No. 366, Allentown, Pa.—Meets Saturday at Nagle's Hall, Seventh and Turner streets. President, J. S. Hoffman, 1815 Court street; recording secretary, John F. Gaffney, 181 Teighman street; financial secretary, A. Weibel, 789 Fair street.

†No. 367.—St. Louis, Mo.—Meets first and third Sundays, 2.30 p. m. President, C. A. Hose, 1927 Florissant avenue, St. Louis, Mo.; recording secretary, O. A. Liles, Madison, Ill.; financial secretary, G. E. Sutter, 4603 Cook avenue.

†No. 368.—New York, N. Y.—Meets second and fourth Wednesdays, Union Hall, 1591 Second avenue. President, J. J. Strauss, 106 E. 118th street; recording secretary, Jas. S. Wellington, 263 W. 180th street; financial secretary, J. J. McCarty, 202 E. 96th Street.

†No. 369, Louisville, Ky.—Meets every Friday at Electrical Workers Headquarter, Fourth and Green streets. President, John Dieble, southwest corner Fifteenth and Pirtle streets; recording secretary, John W. Isaacs, Enterprise Hotel; financial secretary, D. Butterfield, 2642 W. Jefferson street.

†No. 370, Los Angeles, Cal.—Meets every Saturday at Council of Labor Hall No. 2, 438½ South Spring street. President, O. R. Holmes, 832 Judson street; recording secretary, Eldon E. Soper, 444 South Grand avenue; financial secretary, Hal Hammer, 819 West Avenue Fifty-one.

*No. 371, Redding, Cal.—Meets first and third Tuesdays at Carlson printing office, Lorenz Building. President, D. W. Rathburn, P. O. Box 124; recording secretary, W. C. Stringer; financial secretary, David Murdock.

*No. 372, Boone, Iowa.—Meets first and third Fridays at North Side Union hall, 917 Tenth street. President, H. C. Elliott, 515 Tenth street;

recording and financial secretary, A. J. Berl, 1556 Fifth street.

*No. 373, Oneida, N. Y.—Meets first Monday of every month at Trades Assembly Hall, corner of James and Elm streets. President, Irving B. Hawkins, 40 Seneca street; recording secretary, P. Lamont Barr, Elm street; financial secretary, Henry Gasler, Boston street.

*No. 374, Escanaba, Mich.—Meets every first and third Friday evenings at Lemmer's Hall, 810 Ludington street. President, Geo. Roemer, 916 Well avenue; recording secretary, E. V. Smith, 510 Ludington street; financial secretary, Wm. Helligenthal, 1508 Ayer street.

*No. 375, Jefferson City, Mo.—President, M. P. Gaddis, Jefferson City, Mo.; financial secretary, G. W. Fleming, Jefferson City, Mo.

No. 376, Chicago, Ill.—President, Thos. V. Costello, 646 W. Forty-fifth street; recording secretary, A. E. Tellefoen, 207 W. Emerson avenue; financial secretary, Thos. Queenan, 196 E. Washington street.

*No. 377, Norristown, Pa.—President, Wm. S. Miller, 630 Cherry street; financial secretary, E. E. Godschalk, 202 E. Oak street.

†No. 378, Denver, Colo.—Meets second and fourth Fridays, 8 p. m., Room 213 Charles Block, corner of Fifteenth and Curtis streets. President, P. P. Bennett, 1431 Sixteenth street; recording secretary, S. H. Cleary, 1317 Glenorm street; financial secretary, A. C. Winsch, 742 South Twelfth street.

*No. 379, Greensburg, Pa.—Meets first and third Thursday of each month, at Glunts Hall, corner East Pittsburg street and Maple avenue. President, A. R. Mott, Franklin street, Greensburg, Pa.; recording secretary, Elmer Stahl, Greensburg, Pa.; financial secretary, C. M. Morgan East Otterman street, Greensburg, Pa.

No. 380, Salt Lake City, Utah—Station men—Meets every second and fourth Monday at Emporium Building, 11 West First South Street. President, H. P. Burt, 1519 Indiana avenue; recording secretary, T. C. Husbands, P. O. Box 971, financial secretary, T. C. Husbands, P. O. Box 971.

No. 381, Chicago, Ill.—Fixture hangers—Meet first and last Tuesdays at Koch's Hall, 106 East Randolph street. President, Ed. Aplin, 2307 Union avenue; recording secretary, O. H. Owen, South Harvey, Ill.; financial secretary, O. A. Lawson, 449 Cornelia street.

*No. 382, Columbia, S. C.—Meets Wednesday night, at Independence Hall, over Independent Engine House, between Main and Assembly streets. President, Luther Garron, 1802 Taylor street; recording secretary, J. B. Dodonhoff, 1011 Lady street; financial secretary, M. W. Kaele, 1032 Elmwood avenue.

*No. 383, Mattoon, Ill.—President, Harry Schrock; recording secretary, Ned Malaine; financial secretary, L. Morganstein.

*No. 384, Sydney, Nova Scotia—Meets every second Wednesday of each month at C. M. B. A. Hall, George street, Sydney, C. B. President, S. De Witt, Sydney, N. S.; recording secretary, Oscar L. Boyd, Sydney, C. B.; financial secretary, Angus Hugh Cameron, 467 Esplanade street, Sydney, C. B.

*No. 385 Lawrence, Mass.—Meets Friday nights at Music Hall, 304 Common street. President, A. M. Winslow, 125 Farnham street; recording secretary, T. H. Hogarth, 86 Andover street; financial secretary, Chester Kavanah, 51 Walnut street.

*No. 386, New Iberia, La.—Meets first Friday of each month, corner Main and Corinne streets. President, George Fay; recording secretary, E. R. Chivers; financial secretary, W. A. Brouard.

*No. 387, Freeport, Ill.—President, C. L. Gulon, 95 Cottonwood street; financial secretary, H. L. Brubaker, 214 Taylor avenue.

*No. 388, Palestine, Tex.—President, C. B. Turner; financial secretary, L. A. Pierce.

*No. 389, Paterson, N. J.—Meets every Sunday at 2 p. m., at Columbia Hall, 462 Main street. President, F. H. Holmes, Lodi, N. J.; recording secretary, E. S. Cole, 10 South Fifth street, Lake View; financial secretary, W. J. Jones, 654 Main street.

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*No. 390, Johnstown, Pa.—Meets Thursday at Electrical Workers Hall, 837 Bedford street. President, Robert Fundenberg, 518½ Vine street; recording secretary, H. W. Apel, 531 Franklin street; financial secretary, F. W. Buchanan, 248 Adam street.

†No. 391, Los Angeles, Cal.—Financial secretary, J. F. Greaves, Johnston Hotel.

*No. 392, Troy, N. Y.—Meets every Thursday at 8 p. m., at Turner's Hall, River street, between Ferry and Congress. President, Fred Best; recording secretary, James Ward, 62 Grand street, Troy; financial secretary, J. W. Lindsay, Lynd House.

?No. 393, Detroit, Mich.—President, Andrew J. Molloy, 288 National avenue; recording secretary, R. J. Fitzgerald, 582 Jefferson avenue; financial secretary, C. W. Guinness, 505 Trumbull avenue.

†No. 394, Auburn, N. Y.—T. H. Mohan, 1 School street.

*No. 395, Kalamazoo, Mich.—Meets first and third Monday of each month, Trades and Labor Hall, South Burdick street. President, Geo. C. Milham, 722 Stockbridge ave.; recording secretary, Burton A. Whipple, 322 E. Lovell street; financial secretary, Morris W. Doyle, 1110 Clark street.

†No. 396, Boston, Mass.—Meets first and third Tuesdays, at Seaver Hall, Appleton street. President, F. E. Hunter, 114 Rogers avenue, Somerville, Mass.; recording secretary, D. R. McGregor, 241 Marlboro street, Dorchester, Mass.; financial secretary, A. R. Young, 709 Broadway, Chelsea, Mass.

*No. 397, Quebec, Canada. Meets Sixth and Twenty-first of each month, Montcalm Hall. President, Georges Thomas, 45 Julia street; recording secretary, Elzear L. Heures, 394 St. Valier street; financial secretary, A. Bourret.

*No. 398, St. Cloud, Minn.—Meets every second and fourth Saturday, at Workman Hall, corner Fifth avenue and First street, south. President, Geo. Marvin, St. Cloud, Minn.; recording secretary, Harry Hamlin, Sauk Rapids, Minn.; financial secretary, F. B. Doten, 618 Sixth avenue south.

*No. 399, Portland, Me.—Meets Thursday at In-clasp Hall, 58 Temple street.—President, Arthur McDonald, 20 Plum street; recording secretary, E. B. Waite, 6 Farrington Place; financial secretary, F. E. Sargent, 308 Portland street.

*No. 400, Ottawa, Ontario.—Meets second and fourth Wednesdays at Murphy's Hall, Sussex street. President, Charles Aitkens, 241 Lyon street, Ottawa, Ont.; recording secretary, W. H. Hickey, 188 Slater street, Ottawa, Ont.; financial secretary, C. G. Keys, 467 Rideau street, Ottawa, Ont.

*No. 401, Burlington, Iowa.—Meets every Monday evening at Carpenters Hall, Third and Jefferson street. President, Chas. McGuire, North-ern Hotel; recording secretary, E. W. Bischoff-Sherrill Moore Elec. Co.; financial secretary, Chas. Caster, 824 N. Fourth street.

†No. 402, Portchester, N. Y.—Meets every Monday night at 8 P. M., Washington Hall, 115 North Main street. President, Andrew Bell, 26 Haseco avenue; recording secretary, Daniel B. Purdy; financial secretary, J. C. Irving, General Delivery, Greenwich, Conn.

*No. 403, Meadville, Pa.—Meets every second and fourth Wednesdays at Central Labor Hall, South Water street. President, Fred A. Berg, 872 Liberty street; recording secretary, Claud Ewing, 217 Pine street; financial secretary, A. R. Simpson, Phoenix Hotel.

No. 404, Denver, Colo.—(Winders)—Meets every Tuesday at 512 Charles Building. President, W. C. Metzgar, 115 West Bayard street; recording secretary, A. W. Gay, 1245 Clarkson street; financial secretary, Jack H. Cook, Hotel Midland.

*No. 405, Houghton, Mich.—Financial secretary, F. E. Jackson.

*No. 406, Ardmore, Ind. Ter.—Meets every Friday night at Union Hall, West Main street. President, E. M. Parker, Ardmore, I. T.; recording secretary, Luther Anderson, Box 83; financial secretary, La Mont Byers, P. O. Box 846.

*No. 407, Marquette, Mich.—Meets every first Saturday and Third Friday each month at Fr is Hall, Front and Washington streets. President, Oscar H. Siewert, 339 West Alger street; recording secretary, C. E. Ellstrom, 321 West Bluff street; financial secretary, Geo. H. Kemper, 511 West Ridge street.

*No. 408, Missoula, Mont.—Meets every second and fourth Tuesday at Fireman's Hall, West Main street. President, C. H. Christensen, 805 East Front street; recording secretary, R. G. Rowland, Missoula; financial secretary, E. H. Collar, 301 South Second street.

*No. 409, Ithaca, N. Y.—Meets first and third Fridays of every month at Central Labor Union Hall, East State street. President, A. E. Seymour, 328 South Cayuga street; recording secretary, C. M. Smith, 206 North Cayuga street; financial secretary, C. Rittenhouse, 505 South Albany street.

†No. 410, Albany, N. Y.—Meets first and third Mondays at 8 P. M., Laventall Building, Hounds avenue and South Pearl street. President, Geo. E. Gray, 339 Clinton avenue; recording secretary, Carl F. Mull, 481 Clinton avenue; financial secretary, Frank C. Shanno, 130 Second ave.

*No. 411, Warren, O.—Meets every other Wednesday night at Amalgamated Association Hall, Main street. President, E. S. Kelley, Tod ave. recording secretary, Fred W. Isant, 500½ Niles avenue; financial secretary, Sam F. Messer, Tod avenue.

*No. 412, Mankato, Minn.—President, W. C. Lestico; financial secretary, L. H. Snyder, 417 Plum street.

*No. 413, Manila, P. I.—President, Wm. Wirt, Box 547; financial secretary, C. H. Hulbert, Box 547.

*No. 414, Macon, Ga.—Financial secretary, J. R. Hoffer, 558 Second street.

*No. 415, Cheyenne, Wyo.—President, S. M. Wes-sels, care Electric Light Company; financial secretary, F. P. Edelind, 216 E. Sixteenth street.

†No. 416, St. Joseph, Mo.—President, A. E. McCarty, 2322 S. Twenty-second street; recording secretary, W. L. Harman, 1002 Francis street; financial secretary, J. A. Wells, 118 E. Isabel street.

*No. 417, Newburgh, N. Y.—Meets every second and fourth Saturday at Labor Hall, Ann street, between Johnson and Liberty. President, John Gilroy Mezger, 1 High street; recording secretary, Raymond Hathaway Williams, 215 First street; financial secretary, Thomas Perrott, 82 Smith street.

*No. 418, Mt. Vernon, Ind.—Meets second, third and fourth Monday nights at Franks Place, Main street, between Second and Third. President, Roscoe Combs, Mt. Vernon; recording and financial secretary, J. C. Maier, 328 Lower Sixth street.

*No. 419, Jacksonville, Ill.—Financial secretary, O. Sorrells, Jacksonville.

*No. 420, Moberly, Mo.—E. A. Willott, 208 N. Fourth street.

*No. 421, Watertown, N. Y.—President, G. B. Dickerson; financial secretary, Wm. C. Anderson, 1 Arlington street.

*No. 422, Hackensack, N. J.—Meets first and third Wednesdays at Engels Parlors, 45 Main street. President, D. T. Evans; recording secretary, B. M. Pratt, 56 Main street; financial secretary, W. Kingsley.

†No. 423, Montreal, P. Q.—Meets First and Third Friday each month, at Arcanum Hall, 2444A St. Catherine street. President, L. R. McDonald, 2 Brunswick street; recording secretary, T. W. Rothery, 31½ Latour street; financial secretary, F. W. Cotten, 534 Antoine street.

†No. 424, Milwaukee, Wis.—Meets every Thursday at Kizer Hall, Fourth street, north of State. President, F. M. Stark, 717 St. Paul avenue; recording secretary, J. W. Daley, 496 Twenty-seventh street; financial secretary, J. V. Field, 459 Sixth avenue.

*No. 425, Milwaukee, Wis.

†No. 426, Milwaukee, Wis.—President, D. McQuarrie, 910 Third street; recording secretary,

Nov. 1903

M. Pural, 811 Second avenue; financial secretary, Charles Nauerts, 648 Madison street, rear.

No. 427, Springfield, Ill.—President, W. M. Chiles, 1216 E. Jackson street; recording secretary, John Mansfield; financial secretary, A. L. Wheeler.

No. 428, Bakersfield, Cal.—President, F. T. Andrews; financial secretary, H. R. Leeds, 2617 M street.

No. 429, Columbus, Ga.—President, W. W. Vincent; financial secretary, Frank Hudson, care So. Bell T. & T. Co.

*No. 430, Racine, Wis.

*No. 431, Frederick, Md.—President, S. F. Gardner; financial secretary, C. E. Young, 90 East South street.

*No. 432, Eau Claire, Wis.—President, G. W. Bailey, Menomonie, Wis.; recording secretary, F. C. Stanley, 681 Wisconsin street; financial secretary, L. M. Marsh, 621 Congress street.

No. 433, Fremont, Ohio.—Meets First and Third Tuesday, Woodmen of America, corner Front and State street. President, Ed. E. McCarthy, 857 Harrison street; recording secretary, John O. Lehr, corner State and Stone; financial secretary, Wm. P. Stevens, Fremont, care U. S. Telephone Co.

*No. 434, Douglas, Ariz.—President, J. H. Stewart; financial secretary, F. C. Farrington-care Douglas Imp. Co.

*No. 435, Marion, Ohio.—President, Ferd. Rowe 269 North Oak street, Marion, O.; financial secretary, M. A. Charlton, E. Main street, Gallon, O.

*No. 436, Oneonta, N. Y.—President, Carl L. House, 12 Cherry street; recording secretary, M. J. Young; financial secretary, Jno. O'Brien.

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*No. 439, Alliance, Ohio.—Meets Second and Fourth Wednesday, second floor, over Post Office, East Main and Seneca. President, A. N. Stanley, 218 W. Main Street; recording secretary, Jno. McCaskey, care O. B. Mason, R. F. D., No. 2; financial secretary, Henry Erhardt, W. Main street.

*No. 440, Grand Rapids, Wis.—President, Geo. M. Huntington, Grand Rapids; recording secretary, Chas. M. Dougherty, Grand Rapids; financial secretary, John H. Noyes, Grand Rapids.

*No. 441, Janesville, Wis.—President, James Frosher, Janesville; recording secretary, Ed. Barren, Janesville; financial secretary, James Shuler, Janesville

No. 442, Spartansburg, S. C.

No. 443, Key West, Fla.—Meets every Tuesday at Electric Company Plant. President, J. B. Hurst; recording secretary, J. H. Harris, 809 Galveston street; financial secretary, R. B. Gilbert, 514 Southard street.

No. 444, Richmond, Ind.

No. 445, Battle Creek, Mich.

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No. 77, Seattle, Wash.—Jim Brown, 1613 Fourth avenue.

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No. 112, Louisville, Ky.—Edw. Boyle, McDowell Building, Fourth and Green streets.

No. 114, Toronto, Canada.—W. J. Middleton, 18 Shaftsbury avenue.

No. 154, Rock Island, Ill.—Charles Norton, P. O. Box 225.

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No. 210, Atlantic City.—Marshall Burkins, 117 N. Pennsylvania avenue.

No. 212, Cincinnati, Ohio.—J. A. Cullen, southwest corner Twelfth and Pine streets.

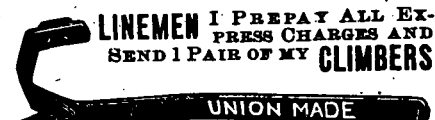
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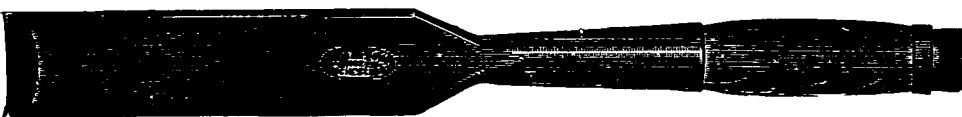
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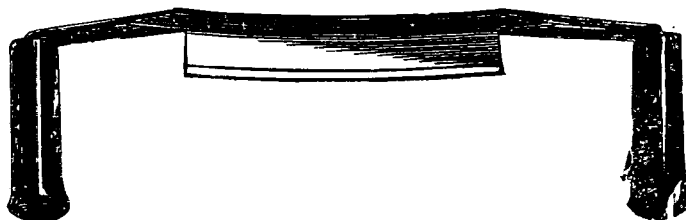
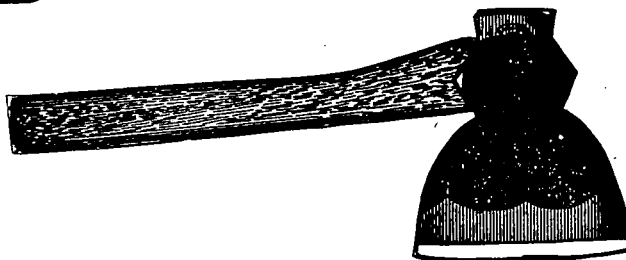
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